Annual Report

1986

CSST

Commission de la santé et de la sécurité du travail

# 1986 in Figures

| | 1986 | 1985 |
|---|---|---|
| Workers covered by the plan | 2 216 098 | 2 170 499 |
| Employers' files | 163 461 | 158 720 |
| Establishments recorded | 183 381 | 181 377 |
| Requests for prevention-inspection interventions | 21 609 | 21 496 |
| Assistance, evaluation and control | 15 964 | 15 905 |
| Investigations of accidents | 751 | 919 |
| Interventions following complaints | 4 601 | 4 369 |
| Applications of the right of refusal | 274 | 276 |
| Disputes | 19 | 27 |
| Prevention programs submitted | 3 206 | 1 806 |
| Health programs received[1] | 7 432 | 4 251 |
| Health and safety committees formed under the Act | 736 | 727 |
| Benefit claims following employment injuries[2] | 322 049 | 353 721[4] |
| Accidents, involving time off work, accepted and compensated | 208 486 | 193 719[4] |
| Other accidents[2,3] | 108 567 | 155 291[4] |
| Benefit claims for occupational diseases | 4 825 | 4 527[4] |
| Benefit claims following death | 171[5] | 184[4] |
| Benefit claims under the right to protective reassignment of pregnant or breast-feeding workers | 12 794 | 10 062 |
| Active pensions awards at December 31 | 38 485 | 40 729 |
| Maximum insurable earnings | 34 500 $ | 33 000 $ |
| Employer assessments | 945 695 000 $ | 751 321 000 $ |
| Investment income and interest on assessment | 235 908 000 $ | 229 562 000 $ |
| Total expenditures of the Commission[6] | 1 485 207 000 $ | 1 337 353 000 $ |
| Compensation programs[6,7] | 1 284 696 000 $ | 1 150 476 000 $ |
| Prevention programs | 60 526 000 $ | 58 649 000 $ |
| Administration expenses | 119 454 000 $ | 109 401 000 $[8] |
| Overhead expenses | 20 531 000 $ | 18 827 000 $[8] |

1. This figure now represents the cumulative total.
2. A substantial decrease in the number of benefit claims from 1985 to 1986 results from the fact that, since August 19, 1985, employers no longer have to notify the Commission of accidents requiring only medical assistance.
3. The "other accidents" category mainly comprises accidents not involving time off work, refused claims and claims still being processed.
4. Revised data from August, 1986.
5. This figure includes 142 deaths relating to claims registered in 1986, and 29 deaths resulting in 1986 from events that occurred before 1986. In the first group, 140 files were opened following accidents, and 2 following occupational diseases resulting in death. Eleven of the 29 deaths of the second group resulted from accidents and 18 from occupational diseases. According to data compiled by the Commission's Prevention-Inspection Services, there were 114 fatal accidents in the workplace in 1986, causing 121 sudden deaths.
6. Excluding extraordinary items.
7. Including the protective reassignment program for pregnant or breast-feeding workers.
8. Certain of the 1985 figures have been reclassified to correspond to the presentation of the financial statements adopted for 1986 and subsequent years.

[redacted]

# Annual Report 1986

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Mr. Pierre Lorrain
President of the National
Assembly
Québec

Mr. President:

I have the honour of presenting to you the Annual Report of the *Commission de la santé et de la sécurité du travail du Québec* for the year 1986, as submitted to me by its President and Chief Executive Officer.

Yours very respectfully,

Pierre Paradis
Minister of Labour, Manpower and Income Security

Mr. Pierre Paradis
Minister of Labour,
Manpower and Income Security

Mr. Minister:

In accordance with section 163 of the Act respecting occupational health and safety, I have the honour of presenting to you the Annual Report of the *Commission de la santé et de la sécurité du travail du Québec* for the year 1986.

Yours very respectfully,

Monique Jérôme Forget
President and Chief Executive Officer

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# Message from the President and Chief Executive Officer

Upon my arrival in my present position, I have been particularly struck by how much the plan we administer is a matter of constant concern to all interested parties. During my first year at the head of the CSST, I therefore decided — and intend to continue — to listen to our various clienteles. I could not help but notice that the Commission and its mandate is always a source of some concern. The agency, whose dual purpose is to compensate work accident victims and assume a role of inspection and prevention, again finds itself in the middle of an ideological debate. The CSST is the focus of considerable attention and solutions appear simple depending on which side of the fence one stands.

Faced with this situation, it seemed important to me, as I assumed my new duties, to identify the Commission's problems, initiate studies, determine the best possible management guidelines, compare our plan to others and, in the light of this information, propose administrative adjustments. The Act respecting industrial accidents and occupational diseases entrusts the parties — employers, workers and physicians — with the responsibility of managing the plan while leaving to each party a decisive part in interpreting the law. It is therefore all the more essential for the CSST to provide these partners the tools they need for optimum management of the plan.

The continued increase of accidents involving time off work seems baffling. Following an increase of 11.6 % in 1985, such accidents increased again by 7.6 % in 1986. The cost increase and especially the sizeable deficits incurred by the Commission these past two years — $ 547.8 million in 1985 and $ 357.4 million in 1986 — are a matter of concern. Claims are rising, but employer contributions in constant dollars have not kept pace since 1976. Indeed, under Section 284 of the Act respecting industrial accidents and occupational diseases, employers are only funding 90 % of the amount required to meet the claims, from 1984 to 1988. This percentage will increase by 2 % a year from 1989 to 1993.

The Commission must therefore dip into its reserves to cover the difference, hence the decapitalization from 77,5 % in 1981 to 50,1 % in 1986. In an insurance plan, can we afford such practices or are we mortgaging the future of our children, and burdening future employers with debts? Upon my

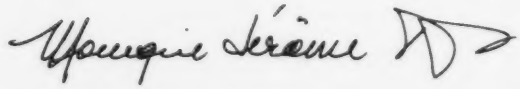
arrival, the Commission's financial situation seemed alarming enough for me to propose to the Board of Directors an increase in the average rate of assessment from 2,05 $ to 2,50 $ for the 1987 fiscal year. Results of this measure, however, will only begin to be felt next year.

In addition, cost and quality control mechanisms were needed. We have begun implementing corrective measures to contain costs and to control our environment better. We are looking for new ways to achieve this goal and to improve service to our clientele.

While the picture is somewhat negative, there are signs that warrant some optimism. The way our " Minus 10 % " operation has been received is one of these. This plan of action, proposing a constructive and positive approach, has a bold objective: to reduce the number of work accidents by 10 % in one year, while maintaining fairness and high quality service. To achieve this goal, the CSST relies, on the one hand, on the encouragement of and consultation with persons and groups involved and, on the other hand, on the various control mechanisms it has put into place.

With the cooperation of all participants, I believe we will meet the challenge of managing the CSST, rendering it more humane, and adapting it to the reality of 1987. In this undertaking, I consider myself privileged to have the support of an enlightened Board of Directors and a staff unfailingly committed to the CSST mandate. Together, we will be able to offer our clientele a plan that is not only fair, but perceived as such.

Monique Jérôme Forget



President and Chief Executive Officer

May 7, 1987.

# Mandate and Organization of the Commission

The *Commission de la santé et de la sécurité du travail* is the agency entrusted by Government with the administration of its occupational health and safety plan. It is a joint body whose Board of Directors consists of an equal number of Québec worker and employer representatives.

In the prevention and inspection area, the Commission's role is to enable workers, employers, and their respective associations to take part in improving health and safety conditions in the workplace and to fully assume their rights and obligations set out by law. The Commission has sole authority over work inspection.

Under its compensation mandate, the Commission provides victims of occupational injuries and victims of criminal acts or acts of good citizenship all the services to which they are entitled. The Commission is also responsible for granting compensation to pregnant or breast-feeding workers who exercise their right to protective reassignment.

As to financing, the Commission has full powers to set and collect assessments from employers required to contribute to its accident fund.

The varied mandate of the *CSST* is governed by the seven acts it administers:

- The Act respecting occupational health and safety (R.S.Q., c. S-2.1), which created the Commission and entrusted it with its multifaceted mandate.

- The Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001), which established a new occupational injuries compensation scheme effective August 19, 1985, replacing plans governed by the Workmen's Compensation Act, and the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries.

- The Workmen's Compensation Act (R.S.Q., c. A-3), which provides compensation for all occupational accidents and deaths that occurred before August 19, 1985, and occupational diseases for which a claim had been filed before that date.

- The Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries (R.S.Q., c. I-7) setting out special compensation for mine and quarry workers suffering from asbestosis and silicosis. Those receiving a pension under this Act before August 19, 1985, continue to receive it.

- The Crime Victims Compensation Act (R.S.Q., c. I-6) and the Act to promote good citizenship (R.S.Q., c. C-20) whose compensation principles are the same as those of the Workmen's Compensation Act.

- The Government Employees Compensation Act (R.S.C., 1970, c. G-8), a federal Act enabling the CSST to determine compensations for federal employees, according to rates and conditions prescribed by the provincial legislation.

For several years, the Commission has based its administrative structure on the double policy of integrating the various facets of its mandates and regionalizing its services. Advisory branches under the vice-presidents are mainly concerned with program development, as well as the planning and coordination of some of the activities carried out by regional services. Regional offices are responsible for implementing the Commission's programs and servicing the varied clientele.

Following the adoption of the Act respecting industrial accidents and occupational diseases, review offices were established in 1985 for the 15 regional offices.

## Human Resources

The Commission's staff is appointed and paid in accordance with the Public Service Act. On December 31, 1986, the number of positions authorized by the *Conseil du trésor* (Treasury Board) was 2 574, a decrease of 124 compared to the previous year. More than half of these were in regional offices. Of these 2 574 positions, 362 were assigned to the Commission's inspection activities, whose budget is approved by the *Conseil du trésor* without intervention by the Commission's Board of Directors.

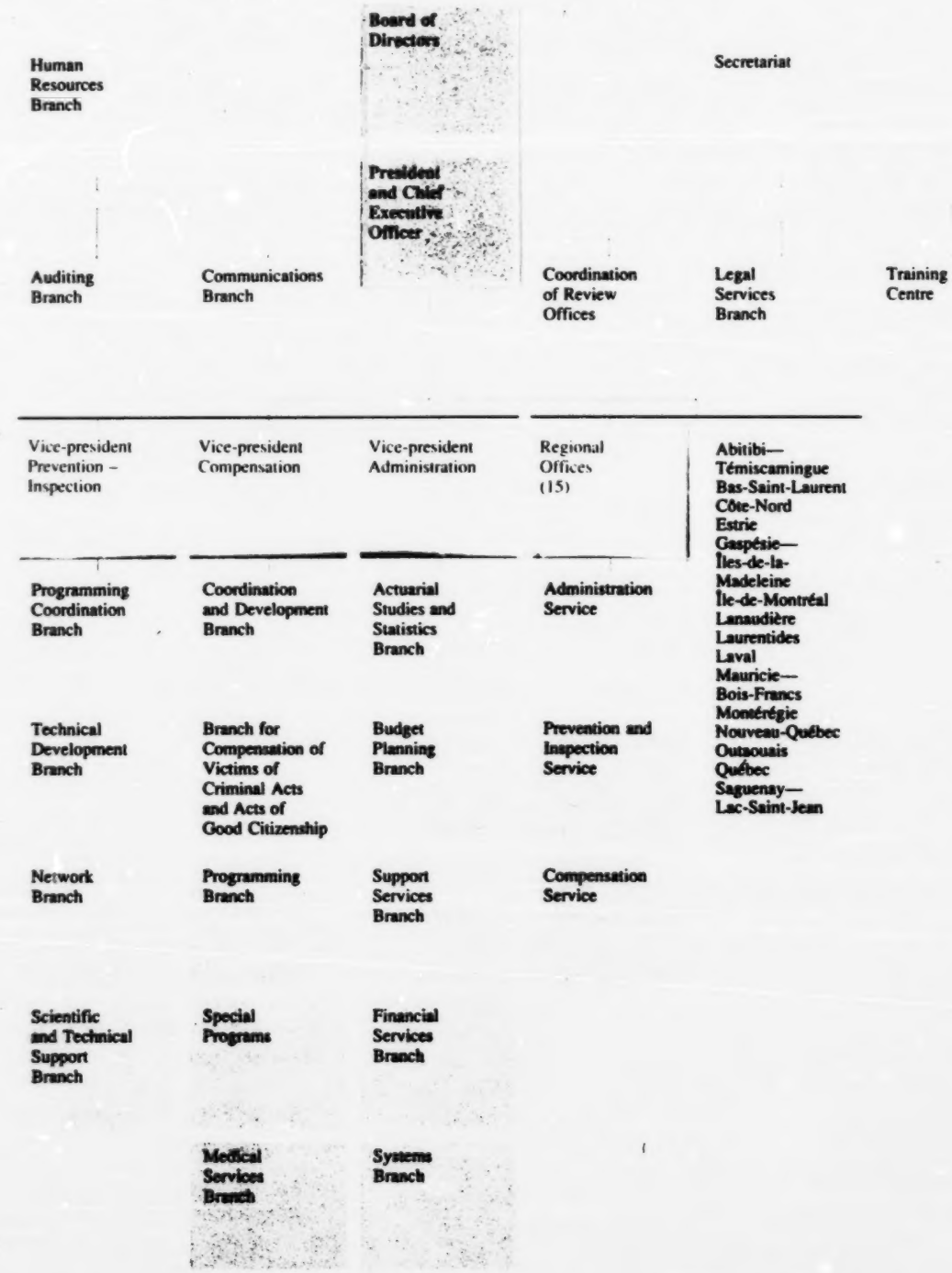
At the end of the year, 2 459 positions, including the 362 inspection positions, were filled: 52 % by civil servants, 41 % by professionals, and 6.5 % by supervisory staff.

## Internal Audits

The Commission's internal audit strategy calls for the auditing of its operations and management activities on a four-year cycle.

## TABLE 1

## The Commission's operating structure



# Administration of the Plan in 1986

The *Commission de la santé et de la sécurité du travail* is a public corporation within the meaning of the Civil Code. As such, it is vested with the general powers of such a corporation and specific powers imparted to it by law. Its joint Board of Directors is the highest body of employer-worker participation constituted by law, enabling both groups to share in defining and managing occupational health and safety policies.

## Board of Directors

The Board of Directors of the Commission is made up of fifteen members: the President and Chief Executive Officer, seven worker representatives, and seven employer representatives. These are selected by the Government from lists supplied by the most representative labour and management associations.

In 1986, the Board of Directors focussed its attention on a number of aspects of the Commission's financial administration. The Board approved the Commission's financial statements for the 1985 fiscal year, the annual budget for 1986, and the assessment rate scale and annual budget for 1987. The Board approved the budgets of joint sector-based associations and granted them subsidies, as well as to the *Institut de recherche en santé et en sécurité du travail* (Occupational Health and Safety Research Institute), and management and labour associations.

Budgetary control was discussed and it was decided to set up a budget and finance committee. In addition, the Board commissioned three consulting actuaries to analyse certain aspects of the plan's financing, funding, rate assessment and financial information. The Board unanimously opposed the Conseil du trésor's (Treasury Board) recommendation to amend the Act to relieve Government from financing workplace inspections and subsidizing training, information and research. The Board also expressed its disagreement with the Government's adoption of the Act respecting various financial provisions relating to the Administration of Justice, forcing the Commission to assume, without any say, the operating costs of the Commission d'appel en matière de lésions professionnelles (Appeal Board in respect of employment injuries).

The study and adoption of regulations make up an important part of the work of the Board of Directors. In 1986, the Commission published the following draft regulations in the Gazette officielle:

- Scale of Bodily Injuries Regulation;
- First-aid Minimum Standards Regulation (Amendment).

The Commission adopted the following regulations:

- Regulation respecting the system of merit or demerit rating for assessing an employer;
- Regulation amending the Regulation respecting joint sector-based associations on occupational health and safety (clothing sector);
- Building Code — 1985 Regulation;
- Regulation amending various existent regulations administered by the CSST (respirators);
- Regulation amending the Regulation respecting industrial and commercial establishments;
- Rules of proof, procedure and practice of the Review Offices of the *Commission de la santé et de la sécurité du travail;*
- Regulation amending the Regulation respecting the salubrity and safety of workmen in mines and quarries;

In addition to the above, the Board examined and adopted the following tables and standards required for enforcement of the Act respecting industrial accidents and occupational diseases:

- Standards and tables of personal home assistance for 1987;
- Table of income replacement indemnities for 1986;
- Table of income replacement indemnities for 1987;
- Table of gross annual income for suitable employments for 1987.

Many resolutions dealt with the composition and update of the lists of employer and union members of the review offices established under the Act respecting occupational health and safety.

During the year, 14 committees of the Board of Directors dealt with budget and finance management, and the study of a number of draft regulations; these committees met a total of 47 times in 1986.

Subject to the Act respecting occupational health and safety, Government approval and amendment to the Commission's *Règlement de régie interne* (Bylaws), the Board of Directors approved changes to the top administrative structure of the Commission and the relevant organizational chart.

## Board of Directors

| | |
|---|---|
| **President** | |
| Monique Jérôme Forget | |
| **Labour Representatives** | |
| Louis Laberge | President of the Québec Federation of Labour (QFL) |
| Jean Lavallée | Managing director and Secretary-treasurer of the Interprovincial Brotherhood of Electrical Workers, vice-president of the QFL |
| Clément Godbout | Québec director of the United Steelworkers of America, vice-president of the QFL |
| Claude Morrisseau | Regional director of the Canadian Union of Public Employees, vice-president of the QFL |
| Christophe Auger | Vice-president, Confederation of National Trade Unions (CNTU) |
| Andrée Bouchard | Secretary, confederal health and safety committee, Confederation of National Trade Unions (CNTU) |
| Claude Gingras | Vice-president of the Centrale des syndicats démocratiques (CSD) (Congress of Democratic Unions) |
| **Employers' Representatives**[1] | |
| Ghislain Dufour | President of the Conseil du Patronat du Québec (CPQ) (Québec Employers' Council) |
| Sarto G. Paquin | President of Les Consultants en relations industrielles — P.G.S. Inc., and director and principal franchiser of Mini-Ménage, Québec Division |
| Gilles Lavallée | Principal labour relations consultant, Alcan |
| Claude Garcia | First vice-president and actuary, Standard Life Assurance Company |
| Robert L'Heureux | Director of compensation, job evaluation and organization, Bell Canada |

1. Two vacancies arose following the resignation of Mr. Raymond-Marie Gauvin, president and chief executive officer, Somesco Inc. on January 16, 1985 and Mr. Claude Drouin, director general, *Association des mines de métaux du Québec* (Quebec Metal Mines Association), on October 31, 1985.

## Executive Committee

The Act provides for an Executive Committee including the president, one labour representative, and one employer representative selected by their peers from members of the Board of Directors. The Executive Committee consists of Mrs. Monique Jérôme Forget and Messrs. Ghislain Dufour, employer representative, and Louis Laberge, labour representative; with Messrs. Sarto G. Paquin and Jean Lavallée as alternates.

Items on the agenda of the Board of Directors and files to be submitted to the Board are first cleared by the Committee. Committee members thus get an initial grasp of the problems at hand, enabling them to guide Board discussion toward the main concerns they have identified. Through this early perusal of files, Committee members are also in a position to ask the staff to supplement information to be conveyed to the Board.

As part of its responsibility to approve current administrative agreements with Québec institutions, the Executive Committee passed an agreement with the *Régie de l'assurance-maladie du Québec* for reimbursement of the money paid out by the *Régie* under the Workmen's Compensation Act (R.S.Q., c. A-3) and the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001), and the determination of related administrative costs. The Committee also approved two agreements, one with the *Régie de l'assurance-maladie du Québec* and the other with the *Régie des rentes du Québec*, on the exchange of private information. The Executive Committee also ratified an agreement with Canada's Department of Labour on the enforcement of the Government Employees Compensation Act (R.S.C. 1970, c. G-8).

To better inform its clientele, the Executive Committee approved a contract with *IST—Informathèque* for distribution of the Commission's three data banks dealing with occupational health and safety information (ISST) and jurisprudence (JURISST) and toxicology — (INFOTOX). The Committee authorized a cooperative agreement between the Commission and the *Direction générale des publications gouvernementales* to ensure regional availability of publications sold exclusively by *Les Publications du Québec*. Finally, the Committee approved an agreement with the *Société québécoise d'information juridique* for the publication of selected decisions of joint Review Offices. The Executive Committee also ratified the creation of a *Commission de la santé et de la sécurité du travail — Union des producteurs agricoles* permanent committee.

As part of its routine business, the Executive Committee authorized the signature of new leases, approved the purchase of equipment and granted various subsidies.

## Audits Committee

Section XII of the Commission's *Règlement de régie interne* (Bylaws) creates an Audits Committee and details its mandate. Among other duties, the Committee is to examine the annual report of the Internal Audit Branch, that of the *Vérificateur général*, and their follow-up action, and to report to the Board of Directors. It ensures that the Commission's financial statements accurately reflect its financial situation, its evolution, and the results of its operations. In 1986, the Audit Committee met four times.

## Management Committee

The president and chief executive officer, vice-presidents and the secretary make up the Management Committee responsible for implementing decisions of the Board of Directors, suggesting policies and dealing with day-to-day administrative matters.

Annually fixing the goals of the CSST means that priorities are communicated and that the specific objectives of the various CSST branches join together in a common purpose. Emphasis is on maintenance of the highest quality of services to the clientele, cost control, development of an integrated system of management information, and resource training. In pursuit of these goals, the Management Committee drafted a plan of action and set indicators to evaluate progress. Noteworthy is the campaign to single out establishments where occupational injuries are the most frequent and serious, and to devise a strategy to reduce them by 10%.

Once overall objectives were determined, the Management Committee issued guidelines for operational objectives and detailed budget estimates for 1987.

Then, the Management Committee ordered cutbacks designed to contain 1986 administrative expenses at a level comparable to that of 1985. The Committee ordered an analysis of reported increases in the rate and seriousness of occupational injuries. In addition, a task force was set up to analyse various aspects of CSST operations and recommend solutions to the problems identified. This committee produced a report and submitted it to the Minister responsible for the CSST.

The Management Committee took steps to enforce on the Commission's premises the Act respecting the protection of non-smokers in certain public places (1986, c. 13).

As part of routine business, the Management Committee authorized rental leases and adopted a number of decisions concerning personnel management and the study of internal audit reports.

The Commission continued to attach great importance to its relations with other institutions, including those outside Québec. It maintained regular contact with its counterparts in other Canadian provinces and abroad, played host to a number of delegations and participated in several international conferences of particular interest. With the *Comité de négociation des ententes en matière de sécurité sociale*, under the guidance of the *ministère des Relations internationales*, the Commission concluded reciprocity agreements with Finland, Sweden and Norway. Discussions have begun on draft agreements with the Federal Republic of Germany, Barbados, Cyprus, Denmark, Spain, Jamaica, Luxembourg and Portugal.

In Canada and North America, the CSST is part of the Association of Worker's Compensation Boards of Canada, the American Association of State Compensation Insurance Funds (AASCIF) and the International Association of Industrial Accident Boards and Commissions (IAIABC). It takes part in task forces such as the Canadian Standards Association's (CSA) Advisory Committee on Health and Safety, the Federal-Provincial Committee on Labelling, and the annual meeting of the Association of Chief Inspectors of Mines. The Commission exchanges information with several Canadian agencies, especially the Canadian Centre for Occupational Health and Safety. It also participates in the work of the Canadian Association of Administrators of Labour Legislation (CAALL) and the Legislation Committee of the IAIABC.

# Financial Statements for 1986

## Auditor's Report

I have examined the balance sheet of the *Commission de la santé et de la sécurité du travail* as at December 31, 1986, and the statement of income and expenditure and unfunded liability for the year then ended. My examination was made in accordance with generally accepted auditing standards and included such tests and other procedures as I deemed necessary in the circumstances.

In my opinion, except for the eventual adjustment required by non-payment of inspection costs by the Québec Government, mentioned in note 3, these financial statements faithfully represent the Commission's financial position as at December 31, 1986, and results of its operations for the year then ended in accordance with the accounting practices outlined in note 2 which were applied in the same manner as in the preceding year.

Le vérificateur général du Québec,

Rhéal Chatelain, F.C.A.

Québec, April 3, 1987.

## Actuarial Certificate

**Relating to the commitments of the *Commission de la santé et de la sécurité du travail*, as at December 31, 1986.**

I, the undersigned, state that the actuarial reserves which amount to 4 389 284 000 $ constitute an appropriate provision to cover future payments of benefits to occupational injury victims under the Workmen's Compensation Act, the Act respecting industrial accidents and occupational diseases, and the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries; and future payments of benefits to pregnant or breast-feeding workers under the Act respecting occupational health and safety. The actuarial reserves cover commitments on account of events that occurred in the establishments of employers required to pay assessments before December 31, 1986.

The provision pertaining to compensation for bodily injury is sufficient to cover the cost of these indemnities set in the proposed Regulation on the Scale of Bodily Injuries, adopted by the Commission's Board of Directors on February 19, 1987.

The actuarial reserves were estimated on the basis of policies adopted by the Commission.

The actuarial reserves include the special disaster fund reserve of 6 653 000 $.

The methodology and assumptions of the provision for claims receivable or in the process of settlement, except for the provision for medical assistance, were revised in 1986; the overall changes increase actuarial reserves by 57 050 000 $ as of January 1, 1986.

The increase of actuarial reserves on December 31, 1986, before extraordinary items, i.e. 390 759 000 $ for compensation programs and a decrease of 1 230 000 $ for the protective reassignment program of pregnant or breast-feeding workers, was debited from the 1986 income and expenditure statement.

In my opinion, the amount of actuarial reserves was determined from trustworthy data, appropriate and adequate assumptions, and the methods employed are in accordance with sound actuarial principles.

Robert Langlois, F.S.A., F.I.C.A.
Actuary
*Commission de la santé et de la sécurité du travail*

March 5, 1987

Except for the liability for long-term income replacement, the liability resulting from commitments of the accident fund and the special disaster fund of the *Commission de la santé et de la sécurité du travail* on December 31, 1986, was determined by the Commission's staff actuary. We carried out an audit on the methodology, on methods and assumptions retained by the Commission's actuary and also verified the calculations and data used, on a random sample basis.

Regarding the long-term income replacement program, we have established the methodology and the appropriate assumptions for this program, in consultation with the Commission's actuary; we have evaluated the liability of this program.

We are satisfied that the amount shown in the balance sheet and in the statement of operations reflects adequately the value of commitments incurred by the compensation plan for occupational injury victims and pregnant or breast-feeding workers, according to the financing method approved by the Commission, for events that occurred before December 31, 1986.

Jean-L. Gauvin, F.S.A., F.I.C.A.
GROUPE SOBECO Inc.

March 6, 1987

**Commission de la santé et de la sécurité du travail**
(R.S.Q., Chapter S-2.1)

## Balance Sheet

December 31, 1986
(in thousands of $)

| ASSETS | 1986 | 1985 |
|---|---|---|
| Cash and short-term deposits | **14 444** | 18 053 |
| Assessments receivable and other receivables (note 3) | **166 259** | 121 624 |
| Funds entrusted to the *Caisse de dépôt et placement du Québec* (note 4) | **1 998 723** | 1 944 325 |
| Selling price balances (note 5) | **17 925** | 18 398 |
| Fixed assets (note 6) | **26 438** | 31 865 |
| Computer systems development costs (note 7) | **10 172** | 12 670 |
| | **2 233 961** | 2 146 935 |
| **LIABILITIES** | | |
| Outstanding cheques | **17 046** | 16 283 |
| Accounts payable and accrued expenses | **20 370** | 23 216 |
| Assessments collected in advance | **9 346** | 5 066 |
| Balance due on equipment acquisitions (note 8) | **5 638** | 8 407 |
| Deposits by employers personally responsible for paying benefits | **20 410** | 22 024 |
| Actuarial reserves (note 9) | **4 389 284** | 3 942 705 |
| | **4 462 094** | 4 017 701 |
| **UNFUNDED LIABILITY** | **2 228 133** | 1 870 766 |
| | **2 233 961** | 2 146 935 |

**COMMITMENTS AND CONTINGENCIES** (note 15)

For the Board of Directors

Ghislain Dufour
Louis Laberge

**Commission de la santé et de la sécurité du travail**
(R.S.Q., Chapter S-2.1)

## Unfunded Liability

Year ended December 31, 1986
(in thousands of $)

| | 1986 | 1985 |
|---|---|---|
| **UNFUNDED LIABILITY AT BEGINNING** | **1 870 766** | 1 322 910 |
| **EXCESS OF EXPENDITURE OVER INCOME FOR THE YEAR** | **357 367** | 547 856 |
| **UNFUNDED LIABILITY AT END** | **2 228 133** | 1 870 766 |

**Commission de la santé et de la sécurité du travail**
(R.S.Q., Chapter S-2.1)

## Income and Expenditure

Year ended December 31, 1986
(in thousands of $)

| | 1986 | 1985 (note 17) |
|---|---|---|
| **INCOME** | | |
| Employer assessments (note 1) | 945 695 | 751 321 |
| Investment income and interest on assessments | 235 908 | 229 562 |
| Other income | 3 287 | 9 932 |
| **Total Income** | 1 184 890 | 990 815 |
| **EXPENDITURE** | | |
| Compensation programs (note 10) | | |
| Benefits paid | | |
| – regular programs | 861 712 | 716 961 |
| – special capital payment program | — | 4 843 |
| Increase in actuarial reserves | 390 759 | 398 823 |
| | 1 252 471 | 1 120 627 |
| Protective reassignment of pregnant or breast-feeding workers program | | |
| Benefits paid | 33 455 | 26 529 |
| Increase in actuarial reserves | (1 230) | 3 320 |
| | 32 225 | 29 849 |
| Prevention programs (note 11) | 60 526 | 58 649 |
| Administration expenses (note 12) | 119 454 | 109 401 |
| Other costs (note 13) | 20 531 | 18 827 |
| | 200 511 | 186 877 |
| **Total expenditure** | 1 485 207 | 1 337 353 |
| **EXCESS OF EXPENDITURE OVER INCOME BEFORE EXTRAORDINARY ITEMS** | 300 317 | 346 538 |
| Compensation programs (note 10) | | |
| Changes in assumptions and in the method of calculating the actuarial reserves | 57 050 | (5 356) |
| Costs incurred as a result of implementation of transitional provisions (Chapter XVI, Division II, R.S.Q., c. A-3.001, effective from August 19, 1985) | — | 206 674 |
| | 57 050 | 201 318 |
| **EXCESS OF EXPENDITURE OVER INCOME FOR THE YEAR** | 357 367 | 547 856 |
| Represented by: | | |
| **Expenditure not financed according to the financing method provided for under the Act (R.S.Q., c. A-3.001, Section 284) (notes 1 and 10)** | 239 261 | 189 059 |
| **Balance of excess of expenditure over income** | 118 106 | 152 123 |
| **Costs incurred as a result of implementation of transitional provisions (Chapter XVI, Division II, R.S.Q., c. A-3.001, effective from August 19, 1985)** | — | 206 674 |
| | 357 367 | 547 856 |

**Commission de la santé et de la sécurité du travail**
(R.S.Q., Chapter S-2.1)

## Notes to the Financial Statements
December 31, 1986

# 1. Incorporation, functions and financing

The *Commission de la santé et de la sécurité du travail* was incorporated under the Québec Civil Code on March 13, 1980. In administering the Act respecting occupational health and safety, its duty is to develop, propose and implement policies for the health and safety of workers to ensure a better work environment. It collects from employers the sums required for the enforcement of the Act, except for the costs of inspection which are reimbursed by the Québec government.

Under the Workmen's Compensation Act and the Act respecting industrial accidents and occupational diseases, the Commission is also responsible for assessing employers annually, according to its mode of financing and after actuarial valuation.

On May 23, 1985, the National Assembly adopted the Act respecting industrial accidents and occupational diseases. Promulgated on May 28, 1985, the Act established a new compensation scheme for employment injuries effective from August 19, 1985, to replace those under the Workmen's Compensation Act and the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries.

The Commission elects the mode of financing it deems fit to meet commitments as they are incurred to avoid unduly burdening employers later with compensation payments attributable to past employment injuries.

However, for the years 1984 to 1988, under Section 284 of the Act respecting industrial accidents and occupational diseases, the Commission collects a sum equal to 90 % of the sum required for the payment of benefits to which beneficiaries are entitled for employment injuries occurring during these years, increasing by 2 % a year over each of the five subsequent years.

For the years 1986 to 1993, the Commission cannot increase the rate of assessment to offset the actuarial deficiency (unfunded liability) caused by employment injuries that occurred before January 1, 1986, nor the loss resulting from the application of the previous paragraph. Consequently, the assessments include the above-mentioned proportion of the anticipated cost of employment injuries occurring after January 1, 1986, the total sums allocated for prevention, the protective reassignment of pregnant or breast-feeding workers and expenditures budgeted by the Commission to cover administrative costs.

Accordingly, the unfunded liability will increase each year up to and including 1993, and the capitalization percentage for actuarial reserves and other liabilities entered in the balance sheet will decrease annually up to and including 1993. Under Section 284 of the Act respecting industrial accidents and occupational diseases, the Commission shall rule on the actuarial deficiency resulting from employment injuries that occur before January 1, 1994. In the absence of a decision on recovery of the deficit by then, it would continue to grow, leading to a substantial reduction in the percentage of funding in subsequent years.The Commission has requested a study on its mode of financing. The study has set forth many recommendations the Commission intends to apply, including a long-term financing goal aimed at maintaining the percentage of capitalization at a level equivalent to that obtained at the end of 1987.

Under the Crime Victims Compensation Act and the Act to promote good citizenship, the Commission has a duty to pay benefits or other indemnities to claimants. The sums required for the application and administration of these Acts are reimbursed by the Québec government.

## 2. Summary of significant accounting policies

The financial statements of the Commission have been prepared by management using the accrual method of accounting and the accounting policies outlined below. These statements include figures based on the best professional judgments and estimates.

**a) Employer Assessments**

Assessment income is determined on the basis of provisional payrolls reported by employers to whom the rate schedule set by the Commission applies. At year-end, this income is adjusted to take into account the anticipated difference between the estimated wages and those actually subject to the assessment.

**b) Funds entrusted to the *Caisse de dépôt et placement du Québec***

Participation deposits in the individual fund are entered at their adjusted value.

This adjusted value is made up of the following:

— the cost of units of participation deposits minus gains and losses realized on the sale of securities since 1981, plus
— the accumulated amortization of these gains and losses realized on the sale of securities, and
— the accumulated amortization of the difference between the realization value of stock investments and their cost.

The value attributed to participation deposits represented by stock investments is based on their realization value.

Gains and losses resulting from the sale of securities are posted and amortized. The difference between the realization value of the stocks and their cost on December 31 is amortized. These amortizations, posted under the securities income of the fiscal year, are calculated according to the straight-line depreciation method over a 10-year period.

**c) Fixed Assets**

Fixed assets are stated at their original cost and depreciated in relation to their estimated useful life on the straight-line method at the following annual rates:

| | |
|---|---|
| Buildings | 2 ½ % |
| Furniture and equipment | 10 % |
| Rolling stock | 25 % |
| Data processing equipment | 20 % |
| Telecommunications system | 20 % |

Leasehold improvements are depreciated over the term of the lease.

**d) Computer Systems Development Costs**

Development costs of data processing systems are depreciated on the straight-line method over a 5-year period from their start-up date.

e) **Actuarial Reserves**

**Present estimated value of future payments to employment injury victims and pregnant or breast-feeding workers**

This reserve includes, on the one hand, a provision for claims receivable or in the process of settlement and, on the other hand, the capitalized value of pensions in the case of employment injury victims. In addition, this reserve takes into consideration fluctuations in the actual return rate.

**Special Disaster Fund Reserve**

This reserve is made up of a percentage of the cost of past employment injuries from which is subtracted the cost of employment injuries deemed excessive by the Commission toward some employers.

f) **Claims Against Third Parties**

Claims against third parties responsible for industrial accidents are deducted from paid benefits upon their receipt.

## 3. Assessments receivable and other receivables

| | (in thousands of $) | |
|---|---|---|
| | **1986** | 1985 |
| Assessments receivable | | |
| Estimate of income accrued from assessments | **80 779** | 83 086 |
| Sums receivable from the Québec government for inspections * | **57 642** | 34 315 |
| Overpayment of claims receivable | **31 629** | 12 013 |
| Other receivables | **15 916** | 9 534 |
| | **7 393** | 11 176 |
| Less: | | |
| Provision for bad debts | **193 359** | 150 124 |
| | **27 100** | 28 500 |
| | **166 259** | 121 624 |

* Under Section 249 of the Act respecting occupational health and safety, any amount required for enforcement of the Act and inspection regulations is taken from the money appropriated annually by Legislature for this purpose. Québec's National Assembly has not voted credits toward reimbursement of the Commission's inspection costs incurred since July 1, 1985.

The Commission's Board of Directors has asked the Québec Government to honour its obligation to reimburse the Commission for inspection costs. To this end, management has petitioned the Superior Court for a declaratory judgment stating each party's obligations regarding these costs.

## 4. Funds entrusted to the *Caisse de dépot et placement du québec*

| | (in thousands of $) 1986 | 1985 (note 17) |
|---|---|---|
| Individual Fund | | |
| Participation deposits at adjusted value (Realization value in thousands of $: 1986: 2 231 719 $; 1985: 2 109 186 $. Number of units: 1986: 2 014 034; 1985: 1 901 224) | **1 943 178** | 1 875 571 |
| Income receivable | **55 316** | 68 014 |
| | **1 998 494** | 1 943 585 |
| General Fund | | |
| Demand deposits | **229** | 740 |
| | **1 998 723** | 1 944 325 |

Undepreciated balances of gains and losses realized in the sale of securities since 1981 and the difference between the realization value of stock securities and their cost are respectively set at 121 433 657 $ (1985: 61 852 289 $) and 93 206 442 $ (1985: 120 041 833 $).

| **Distribution of Portfolio According to Cost** | (in %) **1986** | 1985 |
|---|---|---|
| Bonds | **53.39** | 54.78 |
| Convertible stocks and shares | **27.59** | 24.13 |
| Mortgage financing | **5.28** | 4.99 |
| Real estate investments | **1.61** | 0.79 |
| Short-term securities | **10.08** | 11.40 |
| Demand deposits | **0.32** | 2.21 |
| Other assets | **1.73** | 1.70 |

## 5. Selling price balances

| | (in thousands of $) 1986 | 1985 |
|---|---|---|
| Secured by first mortgages at 7 ½ %; reimbursable by annuities of 403 085 $ maturing on December 31, 1998 | **3 095** | 3 250 |
| Secured by assignment of subsidy to be paid by the Québec Government; reimbursable by annuities of 1 454 705 $ maturing on December 31, 2006; rate 7 ½ % | **14 830** | 15 148 |
| | **17 925** | 18 398 |

## 6. Fixed assets

(in thousands of $)

| | Cost | Accumulated depreciation | Net 1986 | Net 1985 |
|---|---|---|---|---|
| Land | 719 | — | 719 | 719 |
| Buildings | 9 687 | 3 244 | 6 443 | 6 546 |
| Furniture and equipment | 13 201 | 7 088 | 6 113 | 7 302 |
| Rolling stock | 278 | 256 | 22 | 18 |
| Leasehold improvements | 2 799 | 1 731 | 1 068 | 927 |
| Data processing equipment | 24 546 | 12 922 | 11 624 | 15 902 |
| Telecommunications system | 1 102 | 653 | 449 | 451 |
| | 52 332 | 25 894 | 26 438 | 31 865 |

## 7. Computer systems development costs

(in thousands of $)

| | Cost | Accumulated depreciation | Net 1986 | Net 1985 |
|---|---|---|---|---|
| Development of data processing systems | 35 548 | 25 376 | 10 172 | 12 670 |

## 8. Balance due on equipment acquisitions

(in thousands of $)

| | 1986 | 1985 |
|---|---|---|
| Financing of computers; 10 691 810 $ loan to be paid back in 44 monthly instalments of 296 382 $ (capital and interest), at an 11 % interest rate maturing in 1988 (capital repayment in 1986: 2 768 654 $; 1987: 3 089 039 $; 1988: 2 549 191 $) | 5 638 | 8 407 |

## 9. Actuarial reserves

| | (in thousands of $) 1986 | 1985 |
|---|---|---|
| Present estimated value of future payments to employment injury victims and pregnant or breast-feeding workers * | **4 382 631** | 3 937 061 |
| Special disaster fund reserve | **6 653** | 5 644 |
| | **4 389 284** | 3 942 705 |

* This reserve also includes a 175 443 000 $ liability for future costs relating to economic and social stabilization programs for employment injuries occurred before August 19, 1985 (note 15).

**Percentage of Capitalization**

The percentage of capitalization of actuarial reserves and other liabilities entered in the books on December 31, 1986, is 50,07 % compared to 53,44 % on December 31, 1985. These percentages were established according to the proportion of assets over liabilities.

| **Consistency of Actuarial Reserves** | (in thousands of $) 1986 | 1985 |
|---|---|---|
| Balance at beginning | **3 942 705** | 3 361 613 |
| Increase for expenditures | | |
| Present estimated value of future payments to employment injury victims and pregnant or breast-feeding workers | | |
| – before extraordinary items | **388 520** | 401 622 |
| – changes in assumptions and in the method of calculating actuarial reserves | **57 050** | (5 356) |
| – cost resulting from transitional provisions | **—** | 184 305 |
| | **445 570** | 580 571 |
| Special disaster fund reserve | **1 009** | 521 |
| | **446 579** | 581 092 |
| Balance at end | **4 389 284** | 3 942 705 |

## 10. Compensation programs

| Cost of compensation programs before extraordinary items | (in thousands of $) 1986 | 1985 |
|---|---|---|
| Cost of employment injuries that occurred during the year | | |
| Benefits paid | 252 327 | 212 011 |
| Increase in actuarial reserves | 566 590 | 547 751 |
| | 818 917 | 759 762 |
| Cost of employment injuries that occurred in previous years | | |
| Benefits paid | | |
| – regular programs | 609 385 | 504 950 |
| – special capital payment program | — | 4 843 |
| Decrease in actuarial reserves | (175 831) | (148 928) |
| | 433 554 | 360 865 |
| | 1 252 471 | 1 120 627 |
| **Extraordinary items** | | |
| Changes in assumptions and in the method of calculating actuarial reserves | 57 050 | (5 356) |
| Cost resulting from transitional provisions (Chapter XVI, Division II, R.S.Q., c. A-3.001, effective from August 19, 1985) | — | 206 674 |
| | 57 050 | 201 318 |
| **Overall cost of compensation programs** | 1 309 521 | 1 321 945 |

Compensation program costs, excluding extraordinary items, are divided up as follows:

| | (in thousands of $) 1986 | 1985 |
|---|---|---|
| Benefits paid | | |
| Regular programs | | |
| Medical assistance | 139 685 | 119 214 |
| Temporary disability | 132 727 | 321 513 |
| Income replacement | 307 923 | 51 305 |
| Permanent disability | 217 017 | 193 895 |
| Death | 64 360 | 31 034 |
| | 861 712 | 716 961 |
| Special capital payment program | — | 4 843 |
| Increase in actuarial reserves | 390 759 | 398 823 |
| | 1 252 471 | 1 120 627 |

The unfinanced portion of these program costs is:

| | (in thousands of $) 1986 | 1985 |
|---|---|---|
| Benefits paid | | |
| Regular programs | | |
| Medical assistance | 6 032 | 4 249 |
| Temporary disability* | — | 11 999 |
| Income replacement | 19 100 | 4 752 |
| Permanent disability* | — | 150 |
| Death | 101 | 51 |
| | 25 233 | 21 201 |
| Increase in actuarial reserves | 56 659 | 55 135 |
| Opportunity cost of investment income due to unfunded liability | 157 369 | 112 723 |
| | 239 261 | 189 059 |

* Under the new Act respecting industrial accidents and occupational diseases, these programs were replaced by the income replacement and bodily injuries programs.

This unfinanced portion of the compensation programs includes:

- Benefits paid during fiscal year 1986 for employment injuries that occurred during the year multiplied by the percentage of nonfinancing: 10%.
- Increase in actuarial reserves for injuries that occurred during 1986 multiplied by the percentage of nonfinancing: 10%.
- Opportunity cost of investment income due to the unfunded liability resulting from the application of the financing method.

## 11. Prevention programs

| | (in thousands of $) 1986 | 1985 |
|---|---|---|
| Payments to occupational health services and others | 36 667 | 34 003 |
| Subsidy to the *Institut de recherche en santé et en sécurité du travail du Québec* | 11 869 | 13 150 |
| Subsidies for training and information | 11 990 | 11 496 |
| | 60 526 | 58 649 |

## 12. Administrative expenses

| | (in thousands of $) 1986 | 1985 (note 17) |
|---|---|---|
| Salaries and fringe benefits | 89 635 | 88 627 |
| Training and professional development | 225 | 286 |
| Travel expenses | 3 740 | 4 403 |
| Postage, courier and telecommunications | 5 452 | 6 051 |
| Communications and information | 1 335 | 2 152 |
| Professional services — Data processing | 2 068 | 4 492 |
| Professional services — Administration | 7 289 | 5 994 |
| Maintenance and repairs — Data processing equipment | 3 367 | 3 095 |
| Maintenance and repairs — Fixed assets and other | 1 519 | 1 560 |
| Material and supplies | 3 308 | 4 023 |
| Space rental | 9 398* | 7 215 |
| Equipment rental — Data processing | 2 243 | 1 655 |
| Equipment rental — Other | 617 | 494 |
| Insurance, taxes power supply | 3 350* | 504 |
| Other expenses and services | 766 | 752 |
| Depreciation — Fixed assets | 7 073 | 7 058 |
| Amortization — Systems development | 7 110 | 6 187 |
| | 148 495 | 144 548 |
| Less: | | |
| Costs carried over — Systems development | 4 612 | 4 119 |
| | 143 883 | 140 429 |
| Costs transferred: | | |
| Québec Government | | |
| – Inspections | 20 089 | 20 490 |
| – Administration of the Crime Victims Compensation Act and the Act to promote good citizenship | 1 967 | 2 013 |
| Government of Canada and its agencies for administration of the Government Employees Compensation Act | (1 330)* | 4 181 |
| Employers personally required to pay benefits | 3 231* | 3 915 |
| Other costs transferred | 472 | 429 |
| | 24 429 | 31 028 |
| | 119 454 | 109 401 |

* Adjustments included in the amount of 119 454 000 $ related to previous years were entered into the accounts under the following headings:

| | (in thousands of $) 1986 |
|---|---|
| Space rental | 1 347 |
| Insurances, taxes, power supply | 1 438 |
| Costs transferred to the Government of Canada and its agencies | 2 848 |
| Costs transferred to employers personally required to pay benefits | 545 |
| | 6 178 |

## 13. Other costs

| | (in thousands of $) 1986 | 1985 (note 17) |
|---|---|---|
| Bad debts | 12 863 | 13 904 |
| Public service pension plan contributions for previous fiscal years (note 14) | 4 923 | 4 923 |
| Administration expenses of the *Commission d'appel en matière de lésions professionnelles* | 2 745 | — |
| | 20 531 | 18 827 |

## 14. Public service pension plan

An actuarial valuation of the Public Service Pension Plan liability charged to the Commission as a result of services rendered by employees of the Commission before December 31, 1975, totalled 49 787 000 $. The Commission has been reimbursing this amount since December 31, 1978, by means of 23 equal annual instalments of 4 923 000 $, including capital and interest. The balance of his undisclosed liability stood at 41 596 600 $ on December 31, 1986.

# 15. Commitments and contingencies

**Commitments**

On December 31, 1986, the Commission was committed to leases totalling 51 595 892 $ (1985: 35 526 941 $) for rental of space. Payments for the next twelve months total 8 207 320 $. These leases extend over a period of between one and ten years with a renewal option upon expiry. A clause provides for rent review based on operating cost and tax increases.

**Contingencies**

**Companies under federal jurisdiction**
The Supreme Court of Canada is expected to rule soon on whether companies under federal jurisdiction should be subject to certain provisions of the Act respecting occupational health and safety (R.S.Q., c. S-2.1) dealing with prevention and protective reassignment programs.

Should the Supreme Court decide that certain provisions of the Act do not apply to these companies, some employers could claim the contributions they had to pay to finance enforcement of these provisions.

**Class action**
In November 1986, a class action motion was served on the Commission claiming interest on amounts owed by the Commission following the final decisions of a review board of the Commission and the *Commission des affaires sociales*.

**Employment, and economic and social stabilization programs**
Some employers are contesting the legality of employment, and economic and social stabilization programs on behalf of victims of employment injuries that occurred before August 19, 1985. Three judgments handed down by the Superior Court on April 12 and July 17, 1985, and November 4, 1986, confirm their allegation. The Commission is appealing these judgments.

On the other hand, the *Commission d'appel en matière de lésions professionnelles* has confirmed the right of the Commission, under Section 570 of the Act respecting industrial accidents and occupational diseases, to continue paying the indemnities in question after August 19, 1985.

Management is not in a position to reasonably estimate the amounts in dispute. Any reimbursement by the Commission, if the case arises, will be accounted for through prior period adjustments.

## 16. Other mandates of the commission

The Commission pays benefits to employment injury victims on behalf of employers who are personally responsible for the payment of such benefits. These employers subsequently reimburse the Commission.

The Commission is also responsible for compensating victims under the Crime Victims Compensation Act and the Act to promote good citizenship. The Government of Québec reimburses the Commission for these benefits.

In addition, under the Government Employees Compensation Act, the Commission is responsible for compensating federal civil servants who suffer employment injuries. The Government of Canada and its agencies reimburse the Commission for these benefits.

Commission expenditures for these benefits were divided as follows:

| | (in thousands of $) | |
|---|---|---|
| | **1986** | 1985 |
| Employers personally responsible for payment of benefits | **22 954** | 17 094 |
| Crime Victims Compensation Act and Act to promote good citizenship (R.S.Q.) | **14 255** | 13 719 |
| Government Employees Compensation Act (R.S.C.) | **10 078** | 8 323 |
| | **47 287** | 39 136 |

As they are completely reimbursed, these benefit expenditures and their reimbursements do not figure in the Commission's income and expenditure statements.

## 17. Comparative figures

Some 1985 figures were reclassified to be consistent with the presentation adopted in 1986.

# Major Achievements in 1986

## Compensation

### The Act respecting industrial accidents and occupational diseases

The Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001), which came into force August 19, 1985, substituted a new employment injury compensation scheme to those provided under the Workmen's Compensation Act and the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries. The Act applies only to accidents, aggravations, relapses and recurrences occurring from August 19, 1985, and to occupational diseases registered as of this date. In all other cases, previous Acts continue to apply and workers retain their vested rights.

The new scheme applies to all workers suffering an employment injury in Québec, and, under certain conditions, to Québec workers suffering an employment injury outside Québec. Under the Act, certain other persons are deemed to be workers, and employers, managers, self-employed workers and domestics may, under certain conditions, register with the Commission and be entitled to the same benefits as other workers.

The Act protects the injured worker's income and asserts his rights to return to work and to rehabilitation. Both rights are related in that they encourage industrial accident victims to retrieve their independence.

The Act specifies the procedure and notices that need be given for claims made to the Commission. A worker suffering an employment injury must notify his employer as soon as possible. If the worker is not prevented from doing his job beyond the day of the injury, the employer must record the occurrence in the work accident register of his establishment. If the absence exceeds one day, the employer must notify the Commission, using the prescribed forms. If the absence extends beyond two weeks, the worker must file his own claim within six months.

#### Income protection

A worker unable to do his job because of an employment injury is entitled to an income replacement indemnity for as long as the injury has not stabilized and his physician considers that his condition may improve.

For the day of the accident, the employer is required to pay the injured worker the salary or wages to which he would normally be entitled. If the period of absence extends beyond the day of the accident, the worker is entitled to compensation equalling 90 % of his net salary

or wages, for the first 14 days; the employer pays the compensation and is subsequently reimbursed by the Commission.

If the period of absence extends beyond two weeks, the Commission, upon reception of an indemnity claim from the injured worker, grants an income replacement indemnity equal to 90 % of the net weighted annual income he draws from his employment. For the purpose of calculating the indemnity, the employment income may not be inferior to the minimum wage nor superior to Maximum Yearly Insurable Earnings. If the worker cannot resume his employment, but can resume suitable employment, the indemnity is reduced by the net income he could earn from this employment.

After two years, the Commission may review the indemnity if the income the injured worker earns from his employment is higher than the amount deducted from his indemnity. Three years after this review and every five years thereafter, the Commission reviews the indemnity in the same manner. The income replacement indemnity ceases upon the first of the following occurrences: the worker becomes able to resume his former employment, dies, or reaches age sixty-eight. In the last case, the income replacement indemnity is reduced by 25 %, 50 % and 75 % over the final three years of payment.

The Act also entitles a worker suffering permanent physical or mental impairment from an employment injury to a lump-sum compensation for bodily injury. The amount of this indemnity depends on his age and the percentage of his impairment. This percentage is assessed by the Commission, from a scale of bodily injuries set by regulation, once the after-effects of the employment injury are medically determined. Entitlement to the indemnity for bodily injury ceases upon the worker's death.

The Act also provides for payment of indemnities to dependents of a worker who dies as a result of an employment injury.

The amount of such indemnities is indexed annually.

**The physician in charge**

Under the Act respecting industrial accidents and occupational diseases, a worker is entitled to the medical assistance required by his condition following an employment injury. Subject to certain conditions, he may opt for the health establishment and health professional of his choice. The Commission is bound by the opinions of the physician who thus assumes responsibility for the injured worker's care.

The Act sets down a procedure for the medical evaluation of a worker applying for benefits. The attending physician must produce, within time limits, a certificate or report stating by and large the diagnosis, nature and duration of the treatment and date of stabilization of the injury. Under certain conditions, the injured worker may be required to submit to an examination by a health professional appointed by his employer or the Commission, and these may contest the certificate or report of the attending physician if their appointed health professional produces an opposite report. The objection is raised by the Commission and submitted to a referee named by the Minister. The referee has thirty days to render his decision, which is binding on the Commission.

Concerning medical evaluation procedure, the Act contains specific provisions for occupational pulmonary diseases.

**Rehabilitation**

The Act also entitles the worker who has suffered an employment injury to the rehabilitation required by his condition for his social and professional reintegration. The Commission is required to prepare, in cooperation with the injured worker, a personal rehabilitation program that may include physical, social and vocational reeducation, depending on his needs. The Act describes a number of measures or services that may be included in such a program and, in some cases, sets down the conditions that must be met for the injured worker to benefit from these measures or services. Finally, the Act states the Commission's duties in rehabilitation and requires it to bear the cost.

The right to rehabilitation and the right to return to work are related. Rehabilitation enables the worker who has suffered permanent physical or mental impairment to exercise his right to return to work.

**Right to return to work**

The Act asserts the right of employment injury victims to return to work within specified limits. Thus, an injured worker is entitled to resume his employment or equivalent employment, along with the wage and benefits he would have enjoyed had he continued to work. If he cannot resume his former employment, he is entitled to the first suitable employment available in an establishment of his employer. These rights are invalidated after a continuous period of absence of one year, if the establishment includes twenty employees or less, or two years, if the establishment includes more than twenty employees. The Act prescribes the rules for implementation of the right to return to work, and the arbitration of disputes that may result from it. The Act also sets forth special return-to-work provisions for construction workers.

**Complaints**

The Act outlines the powers of the Commission should it be called upon to enforce the right to return to work or act on a complaint from an injured worker claiming to be subjected to discipline or reprisal by his employer for having suffered an employment injury or availed himself of his rights under the Act.

**Review and appeal**

Under the Act respecting industrial accidents and occupational diseases, any decision of the Commission may be contested. The Act respecting occupational health and safety is therefore amended to provide for the establishment, jurisdiction and operation of review offices which hear the appeals.

Review offices are joint bodies operating regionally. They include three members: a chairman, chosen among officers of the Commission, an employers' representative and a workers' representative. The latter are selected from lists prepared annually for each region by representatives of labour and management organizations on the Board of Directors of the Commission.

Review offices have jurisdiction over all non-medical matters. Parties may appeal their decisions. Medical decisions may be subject to arbitration and later appealed. The *Commission d'appel en matière de lésions professionnelles* (Employment Injury Appeal Board), set up by the Act respecting industrial accidents and occupational diseases, has exclusive jurisdiction to hear appeals brought under this Act and the Act respecting occupational health and safety. The appeal board's decisions are final.

## Development of Administrative Organization

In 1986, the compensation service continued the consolidation of its administrative organization, centering its efforts on the Commission's obligations under the Act respecting industrial accidents and occupational diseases and taking the necessary measures to properly carry out its activities.

In an effort to standardize its internal operations and ensure workers and employers fair treatment, the compensation service has set up a performance evaluation service. With the help of management indicators to appraise job performance, the quality of treatment and the decision-making process, this service provides regions with a periodic assessment of their activities enabling them to constantly improve services to their clientele. To support regional operations, the compensation division has developed and put into use an integrated operations handbook and a guidebook on implementation of the Act respecting industrial accidents and occupational diseases. The division has also responded to the continuous need to train participants. Rehabilitation counsellors have continued to explore with employer and labour participants the most appropriate, practical and economical means to achieve and follow up on rehabilitation of the injured worker and ensure his right to return to work. At the end of 1986, the division also tabled proposals on the means to achieve a 10% reduction in the number of work accidents and in the cost of the plan within a year, while maintaining the fairness and quality of services.

The Commission has also continued to improve its data processing systems giving its partners and clientele easier access to information that concerns them. Following consultation with employers, a plan to coordinate the Commission's financial data was put into effect and will be delivered in stages throughout 1987. The procedure for recovery and collection of amounts wrongfully paid to beneficiaries has also been improved allowing more efficient management of accounts receivable. With the cooperation of the *Régie de l'assurance-maladie du Québec*, the Commission has implemented the billing system used by doctors under the public plan for employment injury cases. Doctors now address their bills directly to the RAMQ which the CSST then reimburses.

Stressing the importance of medical services in enforcing the Act, the compensation division has continued to meet regularly with its health service partners. These exchanges touched mainly on the role of the physician in charge, the quality of medical information relayed to the Commission, and follow-up and medical evaluation procedures. The compensation division has also continued to work closely with Québec departments and agencies such as the *ministère de la Santé et des Services sociaux*, the *Régie de l'assurance-maladie*, the *Régie de l'assurance automobile*, the *Association des hôpitaux du Québec*, and private clinics.

## Beneficiary Option Program

Under transitional provisions of the Act respecting industrial accidents and occupational diseases, the Commission last year maintained the option program offered to beneficiaries since autumn 1985.

The Commission thus informed 12 100 pension beneficiaries under the Workmen's Compensation Act of their options under the new Act to either maintain the present situation, settle for a lump-sum and income replacement as surviving spouses, or ask for redistribution or levelling of their benefits. A total of 10 342 beneficiaries decided as follows: 4 036 maintained their present situation, 503 chose a lump-sum payment, 5 463 asked for redistribution, and 340 for levelling of their benefits. The Commission is awaiting word from the remaining 1 758 beneficiaries.

## Accident Notices and Claims

The Commission opened 322 049 files on industrial accidents, occupational diseases or deaths in 1986. Claims were made under the Workmen's Compensation Act; the Act respecting industrial accidents and occupational diseases; the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries; and the federal Government Employees Compensation Act. The number of new files was much less than the 353 721 of 1985, because employers no longer have to notify the Commission of accidents requiring only medical attention, since August 19, 1985. They merely have to record such accidents in a register.

The number of files on accidents involving time off work and requiring one benefit payment increased by 7,6% from 193 719 in 1985 to 208 486 in 1986. This figure does not represent the total benefit claims of this type made to the Commission in the past two years; they are merely claims accepted and compensated.

Of the 322 049 files opened in 1986, 1 672 referred to employment injuries that occurred before August 19, 1985, and were therefore not subject to the Act respecting industrial accidents and occupational diseases. In 1986, the Commission also dealt with 8 503 cases involving relapses or aggravations of injuries that had occurred before August 19, 1985. These files entailed the payment of income replacement indemnities under provisions of the new Act.

**TABLE 2**

**Claims following employment injuries, by category (1985-1986)**

| File category | 1986 | 1985[1] |
|---|---|---|
| Accidents involving time off work, accepted and compensated | **208 486** | 193 719 |
| Other accidents[2] | **108 567** [3] | 155 291 |
| Occupational diseases | **4 825** | 4 527 |
| Deaths | **171** [4] | 184 |
| **Total** | **322 049** [3] | 353 721 |

1. Revised data from August, 1986.
2. The "other accidents" category mainly consists of accidents not involving time off work, refused claims, and claims still being processed.
3. A substantial decrease in the number of benefit claims from 1985 to 1986 results from the fact that, since August 19, 1985, employers no longer have to notify the Commission of accidents requiring only medical attention.
4. See also note 5, inside front cover.

## Services Available to Workers and Benefits Paid

In 1986, medical assistance and rehabilitation expenses required an outlay of 139,7 million $, or 16,2 % of the Commission's disbursements for employment injury compensation. Of the 105,8 million $ spent on medical assistance, 42 % went to pay hospital expenses and 32 % for fees to health professionals. Rehabilitation expenses amounted to 33,9 million $. The most important part of this amount, 64,3 %, was allotted to reimbursements for physiotherapy treatments. Subsidies to employers for hiring or retraining workers who had suffered employment injuries accounted for 10,3 % of the amount and home assistance for 10 %.

In 1986, indemnities paid to injured workers were based on maximum insurable earnings of 34 500 $. Benefits paid to workers for lost time in 1986 increased by 67,8 million $ over 1985. Indemnities paid to beneficiaries of the Workmen's Compensation Act in 1986 during the period of recovery, medical consolidation or rehabilitation, or as a means of stabilization, amounted to 132,7 million $, or 15,4 % of expenses for employment injury compensation. These amounts decreased by 58,4 % from 1985 to 1986. This benefit category will eventually disappear. On the other hand, income replacement indemnities increased to 307,9 million $ in 1986 from 51,3 million $ in 1985, or 35,7 % of expenses for employment injuries. Nearly two-thirds of these indemnities were paid during the period of medical consolidation while the reimbursement to employers for the compulsory period accounted for 27 % and rehabilitation indemnities for 2 %.

The Commission offers beneficiaries professional services and financial assistance within programs aimed at helping them resume social and personal independence, return to work or sustain their income. Financial assistance, based on the workers' needs and their degree of participation in the various programs, comes in the form of benefits up to a maximum of 90 % of the worker's net income from his former employment. In 1986, benefits paid under rehabilitation programs totalled 6,6 million $.

Once the employment injury has healed or stabilized or rehabilitation treatment is completed, beneficiaries of the Workmen's Compensation Act may be entitled to a life annuity whose amount depends on their degree of permanent disability. In 1986, the Commission granted permanent total or partial disability pensions to 8 339 beneficiaries. This pension comes in the form of a capital payment if lower than a monthly amount set at 103,97 $ for 1986.

On December 31, 1986, 32 596 employment injury victims continued to receive a permanent disability pension. Of this number, 5 730 persons chose to redistribute or level their pension, under transitional provisions of the Act respecting industrial accidents and occupational diseases, causing an additional disbursement of 22,9 million $ in 1986. Total expenses for permanent disability reached 217 million $, or 25,2 % of expenditure for employment injuries, an increase of 8,7 % compared to 1985, chiefly because of the beneficiary option program.

Contingent on their number, dependents of a worker who died before August 19, 1985, are entitled to a pension ranging from 55 % to 80 % of the indemnity he would have collected. Under transitional provisions of the Act respecting industrial accidents and occupational diseases, they may also convert this pension into one of three ways, including a minimum lump-sum of 52 000 $, coupled with a temporary pension. This option corresponds to indemnities provided by the new Act for dependents of a worker who died after August 19, 1985.

On December 31, 1986, 5 647 dependents of deceased workers received death benefits. Of 3 999 surviving spouses in this group, 593 settled for one of the above-mentioned options. The Commission paid 64,4 million $ to dependents of deceased workers in 1986, or 7,5 % of employment injury expenses, an increase of 22,7 % over 1985. Transitional provisions of the new Act led to an additional disbursement of 13,4 million $ in death benefits in 1986, including lump-sum payments of 11 million $.

**TABLE 3**

**Distribution of benefits paid for employment injuries, by category (1985-1986)[1]**

| Category | 1986 (in thousands of $) | 1985 (in thousands of $) |
|---|---|---|
| Medical assistance and rehabilitation expenses | **139 685** | 119 214 |
| Temporary disability benefits | **132 727** | 321 513 |
| Income replacement benefits | **307 923** | 51 305 |
| Permanent disability benefits | **194 109** [2] | 198 738 |
| Death benefits | **50 937** | 31 034 |
| Benefits for beneficiaries according to ARIAOD options for permanent disability or death | **36 331** | 22 369 [3] |
| **Total, employment injury compensation** | **861 712** | 744 173 |
| Protective reassignment of pregnant or breast-feeding workers | **33 455** | 26 529 |

1. Compensation program **costs**, excluding protective reassignment and extraordinary items, but including the increase in actuarial reserves, total 1 252 471 000 $ for 1986, compared to 1 120 627 000 $ for 1985 (see note 10 of the Financial Statements).

2. Under the Act respecting industrial accidents and occupational diseases, life annuities for permanent disability provided by the Workmen's Compensation Act have been replaced by an indemnity for bodily injury for which the scale was not adopted in 1986. As a result, no indemnity for bodily injury was paid in 1986.

3. In 1985, this amount was included in transitional provisions expenses.

## Benefits Following Protective Reassignment of Pregnant or Breast-Feeding Workers

Since 1981, the Commission has been administering the benefit program for pregnant or breast-feeding workers who exercise their right to protective reassignment under the Act respecting occupational health and safety. The purpose of the plan is to allow a pregnant or breast-feeding worker to be immediately reassigned to non-hazardous duties, upon medical confirmation that her pregnancy, or her unborn or breast-fed child may be exposed to a particular hazard.

During 1986, the Commission received 12 754 benefit claims from women exercising this right compared to 10 962 claims in 1985. This represents an increase of 18,6 % for 1986 compared to an increase of 54 % in 1985. Of these claims, 10 407 (81,6 %) were accepted and 1 862 (14,6 %) rejected; 485 (3,8 %) were still under consideration on December 31. During this period, the Commission paid 33 455 000 $ in benefits, an increase of 26,1% compared to 1985. It should be noted that, since August 19, 1985, benefit payments fall under the Act respecting industrial accidents and occupational diseases.

**TABLE 4**

**Active pensions awards in force as at December 31, 1986, by category of beneficiary**

| Category | Number | % |
|---|---|---|
| Workmen's Compensation Act | | |
| • Industrial accidents | 28 521 | 74,1 |
| • Occupational diseases | 4 075 | 10,6 |
| Act respecting indemnities for victims of asbestosis and silicosis | 242 | 0,6 |
| Surviving spouses | 3 999 | 10,4 |
| Minor or school children | 1 562 | 4,1 |
| Dependent invalids | 86 | 0,2 |
| **Total** | **38 485** | **100,0** |

The increase in the number of claims since the plan came into effect stems partly from the fact that workers are more familiar with their rights, the risks which might induce a worker to exercise her right are undefined, and reassignments to non-hazardous jobs are scarce. In 1986, priority was given to employer sensitization and worker reassignment, allowing workers to remain employed while displaying the Commission's concern for sound management and cost control.

## Benefits for Victims of Crimes or Acts of Good Citizenship

The Commission continued to administer compensation plans under the Crime Victims Compensation Act and the Act to promote good citizenship in 1986. Benefits and services to which beneficiaries of these Acts are entitled are by and large the same as those provided under the Workmen's Compensation Act which remains in force for this purpose.

In 1986, the Commission received 1 228 claims from crime victims, over and above the 666 claims already under study at the end of 1985. During the year, the Commission decided on 1 325 claims; 898 were accepted, 332 rejected, and 95 files were closed following withdrawal or default by the claimant. The Commission also received nine claims under the Act to promote good citizenship. Eleven decisions were handed down in 1986; eight claims were accepted and three were rejected.

During the period, the Commission paid 14,3 million $ in benefits under these two Acts. Both benefits and administration expenses are charged to the Province's Consolidated Fund.

## Prevention-Inspection

The Commission increased its prevention and inspection activities in 1986. An agreement setting up a standing CSST-UPA committee was initialed. Two studies were launched, to be completed in 1987: one on the administration and impact of the prevention program, the other on robotics and its relation to occupational health and safety.

A draft regulation amending standards of asbestos exposure was submitted to the Board's Committee on asbestos and silica. A detailed report on artificial mineral fibers was tabled before the Committee on the Regulation respecting the quality of the work environment. To ease the plight of workers and employers, the Commission drafted a regulation restructuring all regulations, and ensuring harmony and concurrence with provisions of the Act.

The CSST worked with a cross-Canada committee on development of the Workplace Hazardous Materials Information System (WHMIS). It prepared supporting material, including a cost study, for the three 1986 meetings of Canadian ministers responsible for occupational health and safety. These meetings resulted in a federal-provincial agreement on shared enforcement of the WHMIS through federal and provincial laws. The Board's Committee on Hazardous Materials is studying the proposed system, and will pursue this study in 1987.

The Commission also took part in the advisory committee on amendments to the federal Environmental Contaminants Act. The committee's report and a draft federal bill were tabled in December 1986; they will be presented to the Committee on Hazardous Materials.

### Introduction and Operation of Prevention Mechanisms

At the end of 1986, the Commission had received 1 264 or 76 % of the prevention programs expected from Group I establishments, 544 or 84 % of those expected from Group II, and 1 398 or 60 % from Group III. Moreover, a total of 925 establishments of 20 workers or less from these three groups had submitted their prevention programs to regional services for analysis. Regional prevention-inspection services received or recorded the development of prevention programs for 925 construction sites. They served 97 violation notices on construction sites, including 55 for failure to submit a prevention program and 42 for failure to elaborate such a program.

Among Groups I and II establishments including 21 or more employees, 736 or 32 % had health and safety committees.

The Safety Representative in an Establishment Regulation has been in effect since August 29, 1984, in establishments from Groups I and II. The Commission has received 356 notices designating a safety representative in establishments of 21 workers or more, which represents 15 % of such establishments (see Table 5).

**TABLE 5**

**Establishments of 21 or more workers from Groups I, II and III which have introduced prevention mechanisms (1986)**

| | Initial Prevention Program[1] | | Health Program[2] | | Health and Safety Committee[3] | | Safety Representative[4] | |
|---|---|---|---|---|---|---|---|---|
| **Group I** | | | | | | | | |
| Buildings and public works | 372 | (58 %) | 345 | (54 %) | 5 | ( 1 %) | 1 | (0,2 %) |
| Chemical industry | 126 | (83 %) | 112 | (74 %) | 44 | (29 %) | 33 | (22 %) |
| Forestry and sawmills | 342 | (91 %) | 302 | (80 %) | 177 | (47 %) | 76 | (20 %) |
| Mines, quarries and oil wells | 97 | (85 %) | 89 | (78 %) | 57 | (50 %) | 37 | (33 %) |
| Metal products manufacturing | 327 | (86 %) | 320 | (84 %) | 169 | (45 %) | 64 | (17 %) |
| **Total for Group** | **1 264** | **(76 %)** | **1 168** | **(70 %)** | **452** | **(27 %)** | **211** | **(13 %)** |
| **Group II** | | | | | | | | |
| Wood industry (except sawmills) | 154 | (84 %) | 152 | (83 %) | 72 | (39 %) | 28 | (15 %) |
| Rubber and plastic products industry | 138 | (78 %) | 132 | (75 %) | 57 | (32 %) | 30 | (17 %) |
| Manufacturing of transportation equipment | 90 | (86 %) | 79 | (75 %) | 45 | (43 %) | 21 | (20 %) |
| Primary processing of metals | 65 | (94 %) | 49 | (71 %) | 49 | (71 %) | 32 | (46 %) |
| Manufacturing of non-metal mineral products | 97 | (84 %) | 86 | (75 %) | 61 | (53 %) | 34 | (30 %) |
| **Total for Group** | **544** | **(84 %)** | **498** | **(77 %)** | **284** | **(44 %)** | **145** | **(22 %)** |
| **Group III** | | | | | | | | |
| Public administration | 486 | (55 %) | | | | | | |
| Food and beverages | 322 | (73 %) | | | | | | |
| Furniture | 129 | (80 %) | | | | | | |
| Paper | 96 | (73 %) | | | | | | |
| Transportation | 365 | (53 %) | | | | | | |
| **Total for Group** | **1 398** | **(60 %)** | | | | | | |

1. Although all establishments in priority sectors are required to develop a prevention program, only those with 21 or more workers have to submit a program to the Commission. Because establishments start up or close down during the year, the total cannot equal 100%.

2. The health program is part of the prevention program. It is prepared by the physician in charge of the establishment's health services under the terms of contracts between the Commission and HC-CHDs.

3. Health and safety committees formed under the Act and for which notice was sent to the Commission.

4. Safety representatives designated under the Act and for which notice was sent to the Commission by establishments with or without a health and safety committee.

**TABLE 6**

**Commission interventions in establishments and measures taken, by type of intervention (1986)**

| Interventions or measures taken | Control | Assistance | Evaluation | Investigation | Complaint | Refusal | Dispute | Total |
|---|---|---|---|---|---|---|---|---|
| **Files** | | | | | | | | |
| received | 7 745 | 1 111 | 7 108 | 751 | 4 601 | 274 [1] | 19 [2] | 21 609 |
| re-opened | 750 | 138 | 736 | 110 | 557 | — | — | 2 291 |
| closed with intervention[3] | 7 303 | 1 662 | 6 136 | 492 | 3 445 | 274 | 19 | 19 331 |
| closed without intervention[3] | 796 | 119 | 438 | 306 | 1 405 | — | — | 3 064 |
| **Visits** | | | | | | | | |
| initial | 6 639 | 1 000 | 1 903 | 414 | 3 079 | 242 | 19 | 13 296 |
| control | 13 799 | 723 | 1 108 | 535 | 3 787 | 193 | — | 20 145 |
| Total | 20 438 | 1 723 | 3 011 | 949 | 6 866 | 435 | 19 | 33 441 |
| **Measures** | | | | | | | | |
| Non-compliance noted | 24 210 | 594 | 1 108 | 642 | 7 732 | 178 | — | 34 464 |
| Machines stopped | 72 | 1 | 3 | 11 | 26 | — | — | 113 |
| Premises closed | 394 | 1 | 34 | 22 | 121 | 4 | — | 576 |
| Seals affixed | 212 | 10 | 13 | 35 | 114 | 5 | — | 389 |
| Violation notices issued | 981 | 3 | 45 | 48 | 256 | 2 | — | 1 335 |
| Violation notices paid | 301 | 1 | 17 | 18 | 72 | 1 | — | 410 |
| Legal proceedings begun | 634 | 4 | 33 | 62 | 177 | 1 | — | 911 |
| Legal proceedings settled | 380 | 8 | 32 | 55 | 107 | 1 | — | 573 |

1. Includes well-founded and unfounded rights of refusal, and those settled by the parties.

2. Includes disputes regarding health and safety committees and safety representatives.

3. It should be noted that certain files closed in 1986 were already open at the beginning of the year.

## Commission Interventions

In 1986, regional prevention and inspection teams paid 33 441 visits to establishments and job sites. The number of files where the Commission intervened in an assistance, evaluation or control capacity, whether incentive or coercive in nature, represented 74 % of all files processed (see Table 6).

There were 4 601 interventions following a complaint, an increase of 5 % over 1985. The Commission was called upon to intervene in 274 cases of refusal to perform work, compared to 276 the previous year. Out of these 274 cases involving 1 201 workers, 84 cases were considered well-founded, 146 lacked sufficient grounds, and 44 cases were settled by the parties. The Commission also intervened in 751 cases involving the death of a worker, serious injuries to one or more workers, or important material damages. It should be underlined that in 1986, according to data collected by the prevention-inspection teams, the Commission recorded 114 fatal accidents, causing the death of 121 workers, in the workplace. In 1986, Commission inspectors recorded 34 464 cases of non-compliance. The Commission also sent out 1 335 violation notices compared to 1 534 in 1985.

In 1986, the Commission favoured a work-type approach in the building and public works sector. In Operation Excavation/ Trench Works, Commission inspectors visited 1 565 worksites, and two memoranda prepared by the Commission for workers and employers were widely distributed.

## Occupational Health Services

In the area of occupational health, the Act respecting occupational health and safety entrusts the public health system with a significant role. The 32 hospital centres with a community health department (HC-CHDs) coordinate the development and the implementation of specific health programs within their territory. To this end, the Commission has signed service agreements with all of them since 1981.

In 1986, HC-CHDs and CLSCs (local community service centres) had 835,3 job positions in operational teams and health services responsible for implementing and operating health programs in Groups I and II. By December 31, 1986, 100 % of the positions in operational teams and 92 % of those in health services were filled. The sums allotted by the Commission to occupational health services reached 36,3 million $, 28,3 million $[1] of which were transferred directly to the HC-CHDs. The balance of 8 million $ includes reimbursements of 6,6 million $ to the *Régie de l'assurance-maladie du Québec* for physicians' fees and 1 million $ to the *Institut de recherche en santé et en sécurité du travail* for laboratory activities undertaken on behalf of HC-CHDs and their subcontractors.

To service Group I and II workers in 1986, HC-CHDs relied on 151 health services, 114 of which were administered by CLSCs. In Groups I and II, 22 490 establishments (excluding those without employees), including 280 230 employees, enjoyed the support of occupational health services. Included in this number were 14 810 establishments representing 91 135 employees in the building and public works sector. In addition, 73 employers obtained the recognition of health services in their establishments, covering 28 547 employees.

On December 31, 1986, the Commission had received 7 432 health programs prepared by occupational health services personnel for establishments in Groups I and II then operating, 2 921 of which were in the building and public works sector. Health services personnel submitted 19 088 samples enabling the *Institut de recherche en santé et en sécurité du travail* to carry out 43 779 analyses. On December 31, 1986, the health network had completed some 40 000 chargeable medical examinations (e.g. chest X-rays).

1. This amount includes 1986 surpluses: for the items "Operational Teams" and "Programs", the surpluses to be recovered would be 315 000 $ and 1 200 000 $ respectively.

Besides these activities carried out under their regular mandate, HC-CHDs completed 393 industrial studies on compensation for occupational diseases in 1986 and advised the Commission on 12 956 cases of protective reassignment of pregnant or breast-feeding workers.

In sectors not yet granted priority status, the Commission granted subsidies amounting to 343 456 $ to 117 employers in 1986 to enable them to maintain their health services.

## Joint Sector-Based Associations

To help workers and employers take charge of occupational health and safety in their respective economic sector, share their experience and secure professional and technical assistance, the Act provides for joint sector-based associations to be set up by agreement between labour and employers' associations in each sector. The Commission has a mandate to encourage the creation of such associations, and give them technical and financial assistance.

In 1986, thirteen joint sector-based associations were in operation, in the following sectors:

- automobile services;
- chemical, rubber and plastic products industry;
- clothing;
- construction industry;
- manufacturing of metal and electrical products;
- manufacturing of transportation equipment and machinery;
- mines and mining services;
- municipal affairs;
- primary textiles;
- printing;
- provincial administration;
- social affairs;
- transportation and storage.

In 1986, the Commission granted 8,08 million $ in subsidies to these associations, staffed by 136 employees and serving over 802 500 workers in 56 240 establishments, to enable them to carry out their activities: prevention guides, information and training sessions, technical advice, etc. Each association publishes an annual report on its activities.

The Commission continued to urge other employer and labour groups to form joint associations, notably in the education, commercial and personal services, and restaurants and lodging sectors.

## Training and Information, Scientific and Technical Support

The Commission, joint sector-based associations and employer and labour organizations are responsible for training, information and counselling in occupational health and safety.

The Commission develops its own programs, and offers specialized services, and technical and financial support to the associations.

### Training and Information

Following the evaluation of the training needs of regional prevention and inspection personnel, the critical analysis method of accident investigations used for the processing of complaints or refusals has been updated. This led to the training of instructors and the preparation of two training handbooks, one for participants and another for instructors.

The Commission's information activities in 1986 mainly consisted in the distribution of occupational health and safety material in the form of posters, brochures and guides on various subjects, such as:

- excavation and trench works;
- torsions and tensions;
- noise reduction of wood edge cutters;
- detection of illnesses caused by silica or asbestos;
- thermic constraints;
- enclosed areas and high-risk reservoirs;
- microbiological contaminants;
- a Documentation Centre thesaurus;
- toxicity of anticarcinogens.

A provincial seminar on noise reduction, organized by the Commission, was attended by more than 700 people.

The Mine Rescue Stations Branch trained 387 persons from 35 mines, including 54 recruits, 319 members of rescue teams, and 14 mine managers. By the end of 1986, 328 persons were involved in mine rescue in Québec. Some 14 016 person-hours were spent in basic, regular and special training in mine rescue in 1986.

In the construction sector, 15 983 workers and employers attended the General Building Site Safety Course (from January to October 1986), and the review committee of safety officer qualifications examined 65 files.

In October 1986, the CSST transferred to the Joint Occupational Health and Safety Association of the Construction Sector the responsibility of certifying workers and employers who attended the General Building Site Safety Course.

In 1986, the 14 agencies accredited by the Commission to train first-aid workers instructed 9 364 persons and were granted 437 935 $ for this purpose. To fulfill previous commitments, the St. John Ambulance trained 3 987 persons under the former program and was granted a subsidy of 176 415 $ by the Commission.

Cooperation between the CSST and the *ministères de l'Éducation et de l'Enseignement supérieur et de la Science* led to the inclusion of occupational health and safety elements in teaching manuals. It also led to the revision and incorporation of occupational health and safety principles into the handbook of craft production, a guide to occupational health and safety hazards associated with the plastic arts. Special efforts were made to provide vocational instructors with occupational health and safety training. Thus, the Commission met with representatives of the faculties of education of Québec universities and invited them to propose training courses.

The *Manuel d'hygiène du travail* (Occupational Hygiene Manual) was published in 1986. This 700-page work, the first of its kind in French, is a joint effort of the *CÉGEP de Saint-Laurent*, CSST experts and the *Éditions Le Griffon d'Argile*. The manual was awarded the prize for the best printed document in an Education Ministry competition.

During the year, the *ministère de la Main-d'oeuvre et de la Sécurité du revenu* cooperated with the Commission on the integration of the occupational health and safety factor in professional training programs.

**Subsidies to Union and Employers' Associations**

In 1986, the Commission granted 2 545 000 $ to 17 labour associations and 1 286 083 $ to nine employers' associations to carry out training and information projects for their membership.

After winding up its activities, the *Association paritaire de prévention pour la santé et la sécurité du travail* (Joint Association for Occupational Health and Safety Prevention) was awarded 126 394 $ to cover its commitments in 1986.

**Scientific and Technical Support**

The Commission increased the flow of scientific and technical information to occupational health and safety participants, and the general public in 1986.

The document reservation and loan service of the audio-videotheque recorded a growth of about 50 % in 1986, lending out more than 3 100 documents compared to 2 100 in 1985. Some twenty new titles were added to its collection over the year.

The Toxicological Index handled 2 758 phone requests for information on the protective reassignment of pregnant workers, sampling and work refusal. Also, in 1986, 42 210 requests for product information were directed to the Index, 10 135 electronically; 37 703 answers were given, or 89,3 % of all questions received. The other questions are awaiting an answer from manufacturers. The Toxicological Index's data bank now has 92 393 product entries, 5 514 of which are authenticated and available to the public. An evaluation report on user satisfaction and the use of the Toxicological Index, containing recommendations to further improve the quality of services, was tabled in 1986.

The Documentation Centre continued to develop its occupational health and safety data base (ISST), the most comprehensive in Québec. In addition to the documentation centres of the Commission and the *Institut de recherche en santé et en sécurité du travail*, 12 sector-based associations have now joined the ISST data base. A total of 12 914 titles were added in 1986, including 5 417 originating from CSST partners. The data base now contains 64 499 documents. Loans increased by 13,6 % for a total of 6 801. Inter-library loans increased by 18 %, and referrals from the Montréal and Québec City Documentation Centres totalled 5 535, an increase of 12,4 % over 1985.

# Financing

## Assessments

Employer contributions reached 932,4 million $ in 1986. With the upward adjustment of 13,3 million $ to the assessment of previous years, the net income from contributions in 1986 was 945,7 million $, an increase of 194,4 million $ or 25,88 % over 1985.

Employers declared a total payroll of 45,6 billion $ in 1986, compared to 42,7 billion $ in 1985.

In compliance with the new financing method introduced in 1984, the Commission set its assessment rates in 1986, as in 1985, to cover but 90 % of the cost of occupational injuries occurring during the year, and without provision for recovery of the actuarial deficiency caused by occupational injuries that occurred before January 1, 1986.

Since the 1986 maximum insurable wage rose from 33 000 $ to 34 500 $, the average assessment rate for the year was set at 2,05 $ per 100 $ of insurable wages. For 1987, the rate was set at 2,50 $ with the increase of the maximum insurable wage to 35 500 $.

On December 31, 1986, there were 163 461 active employer files at the Commission. Employers were divided into 798 units whose assessment rates by and large ranged from 0,07 $ to 11,70 $ per 100 $ of insurable wages. Of the 40 classes of units, only seven classes, representing 17 units (645 employers), were assessed a higher rate.

## Merit/Demerit Plan

One third of the employers who contributed to the accident fund in 1983 were reassessed upward or downward in 1986, depending on the state of their file for this period. This was the fifth year of application of the Commission's merit/demerit plan.

This system, based on an analysis of employer files, acknowledges the fact that employers who are evenly assessed because of similar activities may have very different occupational injury records. Under the Commission's merit/demerit plan, the merit of each employer is considered and his assessment adjusted for a given year after comparison with the disbursements for accidents that occurred during that year.

The computation is made three years after the year to which it applies, allowing enough time to collect relevant data. The merit or demerit thus assessed is then spread over a period of three years. Special-class employers, and those whose contribution was less than 775 $ in 1983 or whose files were closed on December 31, 1985, were not eligible to the plan in 1986.

In 1986, 40 742 employers were affected by this plan: 27 495 employers earned merit for a total amount of 47,6 million $, and 13 247 demerit for a total amount of 55,7 million $.

Following representations by employers and their associations and recommendations from an ad hoc committee of the *Conseil du patronat*, the Commission decided that, starting from the 1985 base year, the merit/demerit plan will apply only to employers whose gross assessment exceeds 50 000 $. This will considerably reduce — to about 2 000 — the number of employers subject to the plan. Thus, 1984 was the last base year in which the original plan applied.

**TABLE 7**

**Merit or demerit calculated in 1986**

| 1983 Assessments | | | Merit | | Demerit | |
|---|---|---|---|---|---|---|
| | | | Number of Employers | Average Merit | Number of Employers | Average Demerit |
| 775 $ | to | 1 550 $ | **10 316** | 32 $ | **3 482** | 294 $ |
| 1 550 | to | 3 825 | **8 558** | 148 | **3 872** | 653 |
| 3 825 | to | 7 650 | **3 780** | 470 | **2 235** | 1 427 |
| 7 650 | to | 15 275 | **2 256** | 1 361 | **1 556** | 3 129 |
| 15 275 | to | 38 200 | **1 593** | 4 108 | **1 127** | 7 229 |
| 38 200 | to | 76 400 | **538** | 10 424 | **499** | 16 841 |
| 76 400 | to | 153 000 | **250** | 21 593 | **268** | 30 027 |
| 153 000 | to | 382 000 | **128** | 41 260 | **146** | 58 782 |
| 382 000 | to | 764 000 | **44** | 98 288 | **35** | 157 831 |
| 764 000 | to | 1 527 000 | **17** | 133 346 | **16** | 161 444 |
| 1 527 000 | to | 3 818 000 | **9** | 473 064 | **9** | 203 339 |
| 3 818 000 | to | 7 635 000 | **4** | 736 741 | **1** | 875 234 |
| 7 635 000 | and | over | **2** | 2 266 855 | **1** | 135 437 |

## Commission's Financial Position at 1986 Year End

The Commission's total income for the year ended December 31, 1986, was 1 184,9 million $, compared to 990,8 million $ in 1985, an increase of 19,6 %.

Employer contributions totalled 945,7 million $ in 1986, an increase of 194,4 million $ over 1985, and represented 79,8 % of total income.

Income derived from investments and interest on assessments reached 235,9 million $, an increase of 6,3 million $ or 2,8 % over 1985.

Compared to 1985, the Commission recorded an increase of 194,1 million $ in total revenues, chiefly because of the increase in assessments. According to its financing method, the Commission set its assessment rates in 1986, as in 1985, to cover but 90 % of the cost of occupational injuries

occurring during the year, and without provision for recovery of the actuarial deficiency caused by occupational injuries that occurred before January 1, 1986. This translated into unfunded expenditures of 239,3 million $ in 1986, a situation that will recur each year as long as this method of financing applies.

Under the financing method prescribed by the Act respecting industrial accidents and occupational diseases, the Commission is to collect a sum equal to 90 % of the cost of employment injuries from 1984 to 1988. This percentage will thereafter increase by 2 % for each of the five following years. Nor can the Commission increase the assessment rate to cover the actuarial deficiency caused by employment injuries that occurred before January 1, 1986. The resulting excess of expenditure over income is added to the unfunded liability.

In 1986, the Commission's total expenditure, before extraordinary items, reached 1 485,2 million $ compared to 1 337,4 million $ for 1985, an increase of 11,1 %. The variation is mainly attributable to the cost of compensation programs which increased by 131,8 million $ in 1986 to reach 1 252,5 million $, an increase of 11,8 %.

The cost of the protective reassignment of breast-feeding workers program also increased by 8,0%, from 29,8 million $ in 1985 to 32,2 million $ in 1986.

In 1986, the Commission entered 57,1 million $, resulting from changes to the assumptions and the method of calculating the actuarial reserves, as an extraordinary item in the income and expenditure statement. This compared to a negative sum of 5,4 million $ in 1985.

The excess of 357,4 million $ of expenditure over income in 1986 consisted of:

- a sum of 239,3 million $ representing unfunded expenditure under the financing method prescribed by Section 284 of the Act respecting industrial accidents and occupational diseases;

- a sum of 118,1 million $ representing the balance of the excess of expenditure over income for the fiscal year.

The sums representing the excess of expenditure over income for 1986 and 1985 were added to the unfunded liability.

Consequently, the unfunded liability rose to 2 228,1 million $ on December 31, 1986, from 1 870,8 million $ on December 31, 1985.

The capitalization rate of the Commission's funds decreased by 3,37% on December 31, 1986. This rate, set as a ratio of asset to liability, is now 50,07% compared to 53,44% on December 31, 1985.

## Management of Funds

On December 31, 1986, the Commission's total assets reached 2 234 million $, 89,5 % of which were deposited with the *Caisse de dépôt et placement du Québec* where the Commission is the sole holder of an individual fund. The Commission makes its own short-term investments but under the Act respecting industrial accidents and occupational diseases it must deposit with the *Caisse de dépôt et placement du Québec* monies it does not foresee needing in the short run to cover benefits or administration costs.

For short-term investments, the Commission deals with Canadian chartered banks and savings institutions operating in the money market. Investments are placed with the institution offering the best return on securities authorized by the Commission.

The funds deposited with the *Caisse de dépôt et placement du Québec* now reach 1 998,7 million $. Their realization value was 2 231,7 million $ on December 31, 1986, an appreciation of 122,5 million $ compared to that of 1985 (see Table 9). These investments returned an income of 247,1 million $ (as accounted for by the *Caisse*) or 12,6 %, an increase of 4,5 million $ over last year. The diversification of the investment portfolio into stocks and mortgages, undertaken a few years ago, avoids the inherent risk of concentrating funds in a single type of investment.

On October 1, 1985, the *Caisse de dépôt et placement du Québec* initiated a real estate portfolio incorporating nearly all real estate assets and stocks of corporations whose sole purpose is to acquire, hold, rent out or administer buildings owned by the *Caisse*. Thus, each depositor's funds may be invested into participating units of this new portfolio. On December 31, 1986, the Commission owned 33 066 participating units representing a total investment of 36,2 million $, an increase of 20,6 million $ over 1985.

It should be stressed that, under the Commission's financing method, the income derived from investments is automatically deposited into the accident fund. The cost of employment injuries, including the indexing of pensions, is estimated in such a way as to require the deposit of interests into the reserves to ensure these are sufficient.

**TABLE 8**

**Capitalization level of the accident fund from 1977 to 1986 (in thousands of $)**

| Year | Asset[1] | Commitments of the Commission[2] | Capitalization (%) |
|---|---|---|---|
| 1977 | 741 703 | 1 174 415 | 63,2 |
| 1978 | 916 360 | 1 349 643 | 67,9 |
| 1979 | 1 164 543 | 1 608 481 | 72,4 |
| 1980 | 1 416 497 | 1 809 765 | 78,3 |
| 1981 | 1 707 228 | 2 203 014 | 77,5 |
| 1982 | 1 897 841 | 2 577 368 | 73,6 |
| 1983 | 2 091 543 | 2 958 235 | 70,7 |
| 1984 | 2 117 340 | 3 440 250 | 61,5 |
| 1985 | 2 146 935 | 4 017 701 | 53,4 |
| **1986** | **2 233 961** | **4 462 094** | **50,1** |

1. Corresponds to the asset appearing in the financial statements after adjustment for 1977 to 1982 inclusively to account for the reported costs transferred to the unfunded liability in 1983.

2. Corresponds to the liability appearing in the financial statements after adjustment for 1977 to 1982 inclusively to account for the gap between the mathematical and the notional reserves entered in the books in 1983.

## TABLE 9

**Distribution of Commission funds entrusted to the *Caisse de dépôt et placement du Québec*, according to their realization value, on December 31, 1986[1] (in millions of $)**

| | 1986 | % | 1985 | % |
|---|---|---|---|---|
| Bonds | **1 175,7** | 51,3 | 1 134,3 | 51,9 |
| Stocks | **715,5** | 31,2 | 633,1 | 29,0 |
| Short-term investments and general fund deposit | **215,6** | 9,4 | 268,8 | 12,3 |
| Mortgages | **112,4** | 4,9 | 102,2 | 4,7 |
| Miscellaneous assets | **35,8** | 1,7 | 33,6 | 1,5 |
| Real estate investments | **35,1** | 1,5 | 12,4 | 0,6 |
| | **2 290,1** | 100,0 | 2 184,4 | 100,0 |
| Other liabilities[2] | **58,4** | | 75,2 | |
| **Total** | **2 231,7** | | 2 109,2 | |

1. The distribution of the portfolio as a percentage of **cost** appears in note 4 of the financial statements.
2. Last quarter income not yet collected.

## TABLE 10

**Commission expenditure in 1986**

| Category | (in thousands of $) | % |
|---|---|---|
| Employment injuries that occurred in 1986[1] | 818 917 | 55,1 |
| Employment injuries that occurred before 1986[2] | 433 554 | 29,2 |
| Protective reassignment of pregnant or breast-feeding workers | 32 225 | 2,2 |
| Prevention | 60 526 | 4,1 |
| Administration expenses | 119 454 | 8,0 |
| Other expenses[3] | 20 531 | 1,4 |
| **Total[4]** | **1 485 207** | **100,0** |

1. Including 252,3 million $ spent in 1986 and 566,6 million $ transferred to the actuarial reserves. Under the Commission's financing method, only 90 % of these costs are financed by annual employer contributions.
2. Difference between annual expenditure of 609,4 million $ and an amount of 175,8 million $ drawn from the reserves.
3. Bad debts, contributions to the civil service pension fund for past years and administration expenses for the *Commission d'appel en matière de lésions professionnelles*.
4. Excluding extraordinary items and costs charged to the Québec Government, the Government of Canada and employers held personally responsible for the payment of benefits.

## Commission's Review Process

The review process under the Act respecting industrial accidents and occupational diseases differs from that which operated under the Workmen's Compensation Act and the Act respecting occupational health and safety. The new review offices have jurisdiction over all non-medical matters. In 1986, they received 3 782 requests for a hearing, and handed down 1 947 decisions. Compensation was the subject of 63,5 % of the requests, financing 13,5 %, inspection 10 %, disciplinary measures and reassignment for pregnant workers, 13 %.

Review offices under the Workmen's Compensation Act and the Act respecting occupational health and safety continued to deal with applications filed for events that occurred before August 19, 1985. In January 1986, they had 7 310 files on hand. In 1986, they received 5 967 new requests and settled 9 629 files, leaving a net balance of 3 648, thus reducing the number of files by 3 662, or 50 % of the total on hand at the beginning of the period. The review requests mainly dealt with the evaluation of permanent disability (54,5 %), the right to benefits (17,9 %), temporary total disability (14,1 %) and social rehabilitation (5,2 %). The review offices upheld the initial decision in 65,7 % of the cases, and modified it in 23,3 %.

On December 31, 1986, the review office dealing with compensation for the victims of asbestosis or silicosis in mines and quarries had reduced the number of applications under consideration from 28 to 4.

The review office for compensation of the victims of criminal acts or acts of good citizenship had 114 active files at the beginning of the period. It received 196 requests and settled 146 files in 1986. At the end of the year, 164 files were still under consideration.

In 1986, the review office for industry classification and employer assessments received 100 review requests. It retained 94 and referred the six others to the joint review office. During the year, the office received 14 withdrawals and handed down 176 decisions, including 95 on classification, 55 on assessment, and 26 on cost assignment under Section 99(5) of the Workmen's Compensation Act. Nearly 60 % of the employers who requested a review of their assessment and 66 % of those who appealed their classification had the decision they were challenging modified in part or in whole; the decision was upheld in the other cases. Of requests regarding the cost assignment of benefits paid to accident victims, the initial decision was modified in 18 instances and maintained in eight others.

## Complaints and Conciliation

In cases covered by Section 32 of the Act respecting industrial accidents and occupational diseases and Section 227 of the Act respecting occupational health and safety, the Commission may attempt to reconcile the worker and the employer in some cases. In 1986, the Commission received 993 complaints under the above-mentioned Section 32. Conciliation succeeded in 204 cases; 109 complaints were accepted, 212 rejected, and 200 deemed inadmissible. The petitioners withdrew in 241 cases.

In files covered by Section 227 of the Act respecting occupational health and safety, conciliation was successful in 26 of 158 cases; 24 requests were accepted and 26 rejected. Twenty-nine requests were deemed inadmissible and 26 were withdrawn.

The Commission's intervention may also be required in cases covered by Sections 245, 246 and 251 of the Act respecting industrial accidents and occupational diseases. When the Commission is apprised of such a request, it attempts to reconcile the parties. If it fails, the Commission hands down its decision. In 1986, the Commission received 98 such requests and conciliation was successful in 33 cases. Fourteen cases were accepted and 5 rejected. Twenty-nine requests were deemed inadmissible and 12 were withdrawn.

# Appendices

# Statistics by Sector of the Economy (1986)

| Sector of Economic Activity | Establishments[2] | Workers covered[3] | Prevention-inspection intervention file[1] | | | | | | | Accidents with time off work accepted and compensated |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | Control | Assistance | Evaluation | Investigation | Complaint | Refusal | Dispute | |
| **Group I** | | | | | | | | | | |
| Buildings and public works | 17 441 | 91 135 | 2 883 | 58 | 1 929 | 94 | 612 | 2 | 0 | 14 988 |
| Chemical industry | 441 | 25 834 | 123 | 28 | 146 | 9 | 42 | 4 | 1 | 2 073 |
| Forestry and sawmills | 2 588 | 24 318 | 400 | 82 | 365 | 66 | 65 | 11 | 2 | 6 442 |
| Mines, quarries and oil wells | 477 | 15 894 | 177 | 17 | 217 | 40 | 35 | 7 | 6 | 2 603 |
| Manfg. of metal products | 2 045 | 29 280 | 443 | 64 | 415 | 20 | 181 | 12 | 2 | 8 489 |
| **Group II** | | | | | | | | | | |
| Wood indust. (except sawmills) | 1 232 | 12 173 | 218 | 36 | 271 | 21 | 60 | 2 | 0 | 4 686 |
| Rubber and plastic products | 478 | 13 223 | 160 | 21 | 158 | 5 | 56 | 3 | 0 | 3 820 |
| Transportation equipment | 371 | 32 782 | 102 | 38 | 128 | 21 | 58 | 13 | 1 | 6 726 |
| Primary processing of metals | 134 | 24 046 | 71 | 26 | 75 | 16 | 49 | 13 | 4 | 4 180 |
| Non-metal mineral products | 687 | 11 545 | 140 | 11 | 206 | 13 | 51 | 5 | 3 | 2 832 |
| **Group III** | | | | | | | | | | |
| Public administration | 4 571 | 134 043 | 381 | 106 | 728 | 29 | 289 | 34 | — | 8 823 |
| Food and beverage industry | 1 871 | 50 418 | 331 | 136 | 405 | 26 | 107 | 6 | — | 13 451 |
| Furniture and furnishings industry | 1 167 | 25 242 | 127 | 78 | 124 | 15 | 64 | 4 | — | 6 938 |
| Paper indust. and related actvs | 235 | 43 074 | 87 | 46 | 228 | 52 | 73 | 6 | — | 4 689 |
| Transportation and storage | 6 435 | 52 399 | 382 | 173 | 565 | 42 | 193 | 41 | — | 8 820 |
| **Group IV** | | | | | | | | | | |
| Trade | 47 394 | 417 080 | 201 | 25 | 188 | 48 | 489 | 15 | — | 30 864 |
| Leather industry | 275 | 8 147 | 3 | 1 | 2 | 2 | 22 | 1 | — | 1 341 |
| Manufacturing of machinery (except electrical) | 430 | 16 964 | 32 | 4 | 20 | 4 | 54 | 5 | — | 4 463 |
| Tobacco industry | 18 | 3 810 | 1 | — | 1 | — | 1 | — | — | 329 |
| Textile industry | 594 | 26 919 | 11 | 11 | 8 | 4 | 60 | 3 | — | 4 759 |
| **Group V** | | | | | | | | | | |
| Other business and personal services | 41 284 | 342 644 | 319 | 14 | 233 | 38 | 338 | 14 | — | 15 223 |
| Communication, power distr. and other public services | 2 086 | 80 681 | 70 | 14 | 66 | 59 | 85 | 16 | — | 3 777 |
| Printing, publishing and related activities | 1 794 | 29 067 | 29 | 5 | 6 | 3 | 46 | — | — | 2 546 |
| Manufacturing of oil and coal products | 32 | 3 357 | 3 | — | 6 | 2 | 7 | 2 | — | 44 |
| Electrical products | 566 | 30 060 | 27 | 9 | 3 | 3 | 69 | 9 | — | 3 256 |
| **Group VI** | | | | | | | | | | |
| Agriculture | 15 176 | 16 904 | 9 | 3 | 6 | 15 | 18 | — | — | 1 868 |
| Hosiery and apparel | 2 283 | 62 059 | 7 | 7 | 2 | 2 | 81 | 4 | — | 3 994 |
| Education and related services | 4 663 | 197 813 | 37 | 14 | 6 | 6 | 171 | 6 | — | 3 621 |
| Finance, insurance and real estate | 10 715 | 128 905 | 82 | 3 | 57 | 7 | 100 | — | — | 1 327 |
| Medical and social services | 9 282 | 248 391 | 44 | 18 | 8 | 17 | 271 | 33 | — | 19 751 |
| Hunting and fishing | 425 | 407 | — | — | 1 | — | 1 | — | — | 74 |
| Miscellaneous manfg indust. | 1 051 | 17 484 | 20 | 2 | 8 | 5 | 51 | 3 | — | 1 982 |
| Unclassified files | 5 140 | — | 825 | 61 | 527 | 67 | 802 | — | — | 9 779[1] |
| **Total** | **183381** | **2216098** | **7745** | **1111** | **7108** | **751** | **4601** | **274** | **19** | **208486** |

| Benefit claims, by category | | | Financing[4] | | | |
|---|---|---|---|---|---|---|
| Occupational diseases | Deaths[4] | Protective reassignments[5] | Employers' files[7] | Assessments[8] | Estimated payroll[9] | Average assessment rate[10] |
| 137 | 20 | 32 | 19 45 | 153,65 | 1 942 | 7,91 |
| 25 | — | 85 | 439 | 8,72 | 596 | 1,46 |
| 128 | 9 | 10 | 2 965 | 40,55 | 630 | 6,43 |
| 223 | 9 | 4 | 531 | 32,63 | 546 | 5,97 |
| 162 | — | 45 | 2 078 | 30,49 | 734 | 4,15 |
| 31 | 2 | 28 | 1 374 | 13,82 | 310 | 4,46 |
| 52 | — | 161 | 449 | 10,85 | 333 | 3,26 |
| 113 | — | 32 | 441 | 22,72 | 889 | 3,11 |
| 292 | — | 13 | 138 | 29,71 | 781 | 3,80 |
| 68 | 2 | 18 | 539 | 19,19 | 317 | 6,05 |
| 67 | 15 | 144 | 2 145 | 57,77 | 3 402 | 1,69 |
| 187 | 3 | 262 | 1 851 | 43,09 | 1 335 | 3,22 |
| 74 | 2 | 69 | 1 607 | 19,09 | 459 | 4,16 |
| 162 | 4 | 37 | 233 | 34,32 | 1 203 | 2,85 |
| 35 | 17 | 61 | 6 079 | 61,99 | 1 357 | 4,56 |
| 197 | 19 | 2 084 | 44 679 | 107,21 | 6 885 | 1,55 |
| 25 | — | 203 | 266 | 2,43 | 156 | 1,55 |
| 46 | — | 5 | 525 | 16,44 | 359 | 4,58 |
| 2 | — | 1 | 13 | 1,92 | 110 | 1,73 |
| 47 | 1 | 256 | 514 | 13,73 | 553 | 2,48 |
| 147 | 11 | 2 231 | 41 772 | 53,83 | 5 329 | 1,01 |
| 33 | 6 | 41 | 1 287 | 21,68 | 1 767 | 1,22 |
| 17 | 2 | 155 | 1 871 | 8,60 | 796 | 1,07 |
| 6 | — | 1 | 17 | 1,35 | 77 | 1,74 |
| 39 | 1 | 76 | 482 | 11,81 | 869 | 1,35 |
| 20 | 5 | 71 | 15 792 | 10,96 | 237 | 4,62 |
| 69 | 1 | 1 035 | 2 461 | 8,53 | 1 010 | 0,84 |
| 35 | 1 | 247 | 1 629 | 19,97 | 4 719 | 0,42 |
| 20 | 4 | 552 | 7 285 | 9,00 | 2 877 | 0,31 |
| 276 | 2 | 3 833 | 8 762 | 54,80 | 4 516 | 1,21 |
| — | 1 | — | 555 | 1,03 | 9 | 11,47 |
| 23 | — | 93 | 1 096 | 5,27 | 270 | 1,95 |
| 2 067[11, 12] | 34[11] | 869 | — | — | — | — |
| **4825** | **171** | **12754** | **169332** | **932,15** | **45373** | **2,05** |

1. Files received in 1986.

2. This data may include establishments that were no longer in operation, but for which the Commission had not yet received notice of closure or had not yet recorded the closure if it had been notified. By the same token, it does not include establishments which started operating some time before December 31, 1986. The Commission had either not been notified of the opening, or had not yet recorded.

3. Source: Statistics Canada, Cat. no 72-002, except for Agriculture, Hunting and Fishing, Public Administration, and Transportation and Storage. For these four sectors, this is an estimate based on the payroll and average income of victims of employment injuries.

4. This figure includes 142 deaths relating to claims registered in 1986 and 29 deaths resulting in 1986 from events that occurred before 1986. In the first group, 140 files were opened following accidents and 2 following occupational diseases resulting in death. Of the 29 deaths of the second group, 11 resulted from accidents and 18 from occupational diseases. According to data compiled by the Commission's Prevention-Inspection Services, there were 114 fatal accidents in the workplace in 1986 causing 121 sudden deaths.

5. Benefit claims in which the right to protective reassignment for pregnant or breast-feeding workers was exercised.

6. Assessed employers, including personal protection.

7. This figure includes financial files of employers who operated for only part of the year.

8. Assessments do not include 1986 amounts collected for arrears dating from before 1986.

9. Estimate of the real payroll as of March 31, 1987.

10. The average rate presented here is an estimate of the effective rate of assessments paid and differs from the nominal rate fixed in July 1985.

11. These figures include claims made by workers in which employers were personally responsible for benefit payments, and were distributed as follows: 5 136 work accidents, 74 occupational diseases and 4 deaths.

12. This figure also includes 1 974 benefit claims for which the Commission only disbursed costs of medical assistance.

# Statistics by Region (1986)

| Regional office of the Commission | Establishments | Prevention-inspection Intervention[1] | | | | | | | Prevention mechanisms in establishments | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Control | Assistance | Evaluation | Investigation | Complaint | Refusal | Dispute | Prevention programs[2] | Health and safety committees |
| Abitibi—Témiscamingue | 5 126 | 296 | 17 | 269 | 39 | 101 | 12 | 7 | 135 | 6 |
| Bas-Saint-Laurent | 6 824 | 299 | 99 | 338 | 37 | 116 | 4 | 1 | 139 | 3 |
| Côte-Nord | 2 942 | 158 | 15 | 234 | 37 | 137 | 5 | — | 56 | |
| Estrie | 8 387 | 405 | 42 | 427 | 22 | 251 | 13 | — | 163 | 1 |
| Gaspésie—Iles-de-la-Madeleine[3] | 3 487 | 23 | 3 | 58 | 3 | 12 | 5 | — | 80 | 1 |
| Ile-de-Montréal | 47 391 | 2 546 | 180 | 1 302 | 81 | 1 776 | 129 | 7 | 708 | 13 |
| Lanaudière | 8 040 | 394 | 57 | 167 | 14 | 95 | 8 | — | 100 | 1 |
| Laurentides | 9 175 | 413 | 66 | 321 | 57 | 209 | 10 | — | 169 | 3 |
| Laval | 6 456 | 318 | 13 | 337 | 47 | 183 | 7 | — | 116 | 1 |
| Mauricie—Bois-Francs | 14 830 | 189 | 129 | 605 | 48 | 200 | 5 | — | 256 | 4 |
| Montérégie | 27 988 | 981 | 277 | 1 213 | 60 | 505 | 31 | 1 | 479 | 10 |
| Nouveau-Québec[4] | 161 | 41 | 1 | 20 | 5 | 12 | 2 | — | 0 | |
| Outaouais | 5 335 | 453 | 61 | 265 | 30 | 130 | 4 | 1 | 112 | 2 |
| Québec | 29 023 | 792 | 61 | 746 | 114 | 652 | 26 | 1 | 534 | 17 |
| Saguenay—Lac-Saint-Jean | 8 214 | 437 | 90 | 806 | 157 | 222 | 13 | 1 | 159 | 5 |
| Unclassified files | 2 | — | — | — | — | — | — | — | — | - |
| **Total** | **183 381** | **7 745** | **1 111** | **7 108** | **751** | **4 601** | **274** | **19** | **3 206** | **73** |

| | Benefit claims by category | | | | |
|---|---|---|---|---|---|
| Safety representative[3] | Accidents with time off work, accepted and compensated | Other accidents[4] | Occupational diseases | Deaths[5] | Protective reassignments[6] |
| 54 | 4 898 | 4 666 | 299 | 9 | 277 |
| 8 | 5 685 | 4 963 | 164 | 7 | 572 |
| 0 | 3 038 | 2 725 | 116 | 4 | 206 |
| 14 | 9 006 | 5 697 | 229 | 14 | 885 |
| 2 | 427 | 102 | 47 | 7 | 124 |
| 61 | 54 910 | 21 577 | 791 | 25 | 3 484 |
| 5 | 8 642 | 3 606 | 118 | 1 | 357 |
| 11 | 12 814 | 5 182 | 332 | 7 | 745 |
| 6 | 14 924 | 6 525 | 123 | 4 | 422 |
| 23 | 11 958 | 7 466 | 469 | 14 | 430 |
| 72 | 42 228 | 16 779 | 687 | 21 | 2 040 |
| 0 | — | — | — | — | — |
| 13 | 4 704 | 4 327 | 224 | 6 | 303 |
| 50 | 28 681 | 19 433 | 734 | 37 | 2 135 |
| 37 | 6 571 | 5 519 | 492 | 15 | 774 |
| — | — | — | — | — | — |
| **356** | **208 486** | **108 567** | **4 825** | **171** | **12 754** |

1. F les opened in 1986.
2. In Group I, II and III establishments of 21 employees or more. Only programs submitted to the Commission are accounted for here.
3. In Group I and II establishments of 21 employees or more. Only committees and representatives for which the Commission received a notice of constitution and appointment are accounted here.
4. The "other accidents" category comprises mainly accidents not involving time off work, refused claims and claims still being processed.
5. This figure includes 142 deaths relating to claims registered in 1986 and 29 deaths resulting in 1986 from events that occurred before 1986. In the first group, 140 files were opened following accidents and 2 following occupational diseases resulting in death. Eleven of the 29 deaths of the second group resulted from accidents and 18 from occupational diseases. According to data compiled by the Commission's Prevention-Inspection Services, there were 114 fatal accidents in the workplace in 1986 causing 121 sudden deaths.
6. Benefit claims in which the right to protective reassignment for pregnant or breast-feeding workers was exercised.
7. This regional office has been in operation for prevention-inspection since September 1986. Intervention files before this date are accounted with those of the Bas-Saint-Laurent regional office.
8. Files for employment injuries to Nouveau-Québec workers were opened in their area of residence.

# CSST Regional Offices

**Abitibi — Témiscamingue**
33 Gamble Street West
Rouyn (Québec)
J9X 2R3
(819) 797-6191
Telex 057-46549

1355 Sullivan Road
Val-d'Or (Québec)
J9P 1M2
(819) 824-2724

**Bas-Saint-Laurent**
180 des Gouverneurs Street
Rimouski (Québec)
G5L 8G1
(418) 722-3717

**Côte-Nord**
Au Grand Passage
690 Laure Boulevard
Suite 20
Sept-Iles (Québec)
G4R 4N8
(418) 962-7031

595 Laflèche Boulevard
Secteur Mingan
Baie-Comeau (Québec)
G5C 1C4
(418) 589-6921

**Estrie**
1335 King Street West
Sherbrooke (Québec)
J1J 2B8
(819) 821-5000

**Gaspésie — Iles-de-la-Madeleine**
144 Gaspé Boulevard
P.O. Box 5000
Gaspé (Québec)
G0C 1R0
(418) 368-5510

200 Perron Boulevard West
New Richmond (Québec)
G0C 2B0
(418) 392-5091

**Ile-de-Montréal**
2 Complexe Desjardins
Tour de l'Est, 27th floor
P.O. Box 3, Station Desjardins
Montréal (Québec)
H5B 1H1
(514) 873-3990
Telex 052-5342

**Lanaudière**
432 de Lanaudière Street
Joliette (Québec)
J6E 7X1
(514) 759-8080
Telex 052-68658

**Laurentides**
1000 Labelle Street
Saint-Jérôme (Québec)
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(514) 431-4000

**Laval**
1700 Laval Boulevard
Laval (Québec)
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**Mauricie — Bois-Francs**
1055 des Forges Boulevard
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**Montérégie**
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78 Court Street
Granby (Québec)
J2G 4Y5
(514) 378-7971

26 Place de l'Entraide
Sorel (Québec)
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7 Baie Street
Valleyfield (Québec)
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**Nouveau-Québec**
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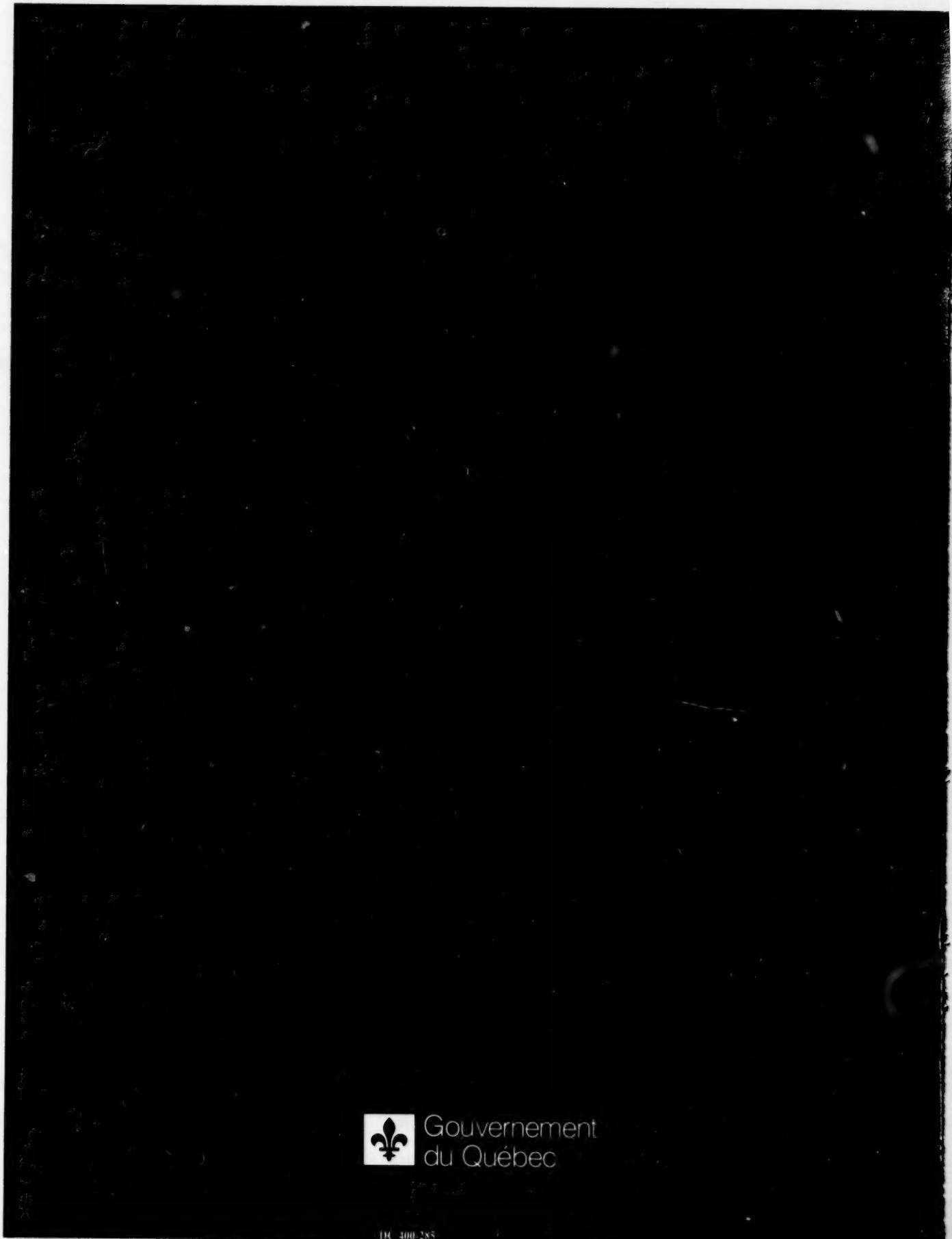


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